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Department on the Status of Women

City and County of San Francisco
Rosario Navarrette, Interim Executive Director
Mayor Willie L. Brown, Jr.

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1/23/02

City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, January 23, 2002
2:30-4:30 p.m.

Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to Commission on the Status of Women at (415) 252-2570. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces adjacent to the building or on Oak Street or Hickory. Accessible BART station is the Civic Center Station on Market and between 7th & 8th Streets. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 42, 47, 49 and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for accessibility information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

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CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

- ❒ Minutes of retreat on November 28, 2001.

OLD BUSINESS

- ❒ **DISCUSSION:** Update on the distribution and response to the 6th CEDAW TASK Force Progress report.
- ❒ **DISCUSSION / ACTION ITEM:** Report on public awareness campaign.

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NEW BUSINESS

DISCUSSION/ACTION ITEM: Updates from Working Groups:

- ❒ *Action Plan Group:* visioning exercise
- ❒ *Public Relations Group:* needs a point person and a meeting date
- ❒ *Work-Life:* Report
- ❒ *Monitoring Group:* DPW- January 23, 2002, Rent Board – February 27, Arts Department – April 24, Environment- June 26, Juvenile Probation – July 24, Adult Probation- September 25, 2002

- ❒ **DISCUSSION / ACTION ITEM:** Report from Department of Public Works (3:45 pm)

- ❒ **DISCUSSION / ACTION ITEM:** Adoption of the CEDAW Task Force response to the Adult Probation gender analysis report and recommendations

- ❒ **DISCUSSION / ACTION ITEM:** Update on new local, national, international CEDAW events including Senator Boxer's call for a CEDAW hearing

PUBLIC COMMENT

ANNOUNCEMENTS

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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Department on the Status of Women

City and County of San Francisco
Rosario Navarrette, Interim Executive Director

Mayor Willie L. Brown, Jr.

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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, February, 2002
2:30-4:30 p.m.

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AGENDA

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CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

- ❒ Minutes of retreat on November 28, 2001.

NEW BUSINESS

DISCUSSION/ACTION ITEM: Updates from Working Groups:
- ❒ *Action Plan Group*
- ❒ *Public Relations Group*
- ❒ *Work-Life*
- ❒ *Monitoring Group*

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- ❒ **DISCUSSION / ACTION ITEM:** Report from Department of Public Works (3:30 pm)

- ❒ **DISCUSSION / ACTION ITEM:** Adoption of the CEDAW Task Force response to the Adult Probation gender analysis report and recommendations

- ❒ **DISCUSSION / ACTION ITEM:** Update on new local, national, international CEDAW events including Senator Boxer's call for a CEDAW hearing

- ❒ **DISCUSSION / ACTION ITEM:** Report on public awareness campaign.

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Department on the Status of Women
City and County of San Francisco
Rosario Navarrette, Interim Executive Director
Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for February 27, 2002 meeting

CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Angela Calvillo, Board of Supervisors
Youmna Chlala, WILD for Human Rights
Maria Elena Guillen, Commission on Aging /Local 790
Carmen Herrera, Human Rights Commission
Sonia Melara, Arriba Juntos
Ken Theisen, Bay Area Legal Aid
Cosette Thompson, Amnesty International
Dorothy Yee, Department of Human Services

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DOSW Staff Attending

Ann Lehman
Rosario Navarrette
Rebecca Rolfe

Members of the Public

Ed Lee, Executive Director, Department of Public Works
Jim Horan, Department of Public Works
Anne Godfrey, Department of Public Works
Andrea Smith, Equal Rights Advocates
Marilyn Chatfeld-Taylor
Gwen De'arcangis, The Discrimination Research Center

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ADOPTION OF AGENDA & MINUTES

Sonia Melara moved, Ken Theisen seconded, the Task Force unanimously approved the agenda for the February 27, 2002 Task Force meeting.

Sonia Melara moved, Youmna Chlala seconded, and the Task Force unanimously approved the minutes from the November 28, 2001 Task Force meeting.

NEW BUSINESS

DISCUSSION / ACTION ITEM: Report on public awareness campaign.

The Sixth Progress report was sent to the Board of Supervisors and the Mayor in December. Supervisor Chris Daly was the only supervisor to respond.

DOSW staff conducted several speaking engagements on CEDAW: Ann Lehman spoke to a group in Palo Alto in January on *CEDAW: Implications & Implementations* sponsored by YWCA of the Mid-Peninsula Santa Clara County Commission on the Status of Women, League of Women Voters (PA), League of Women Voters (Mt.View-Los Altos), AAUW (PA), and the Women's Intercultural Network, UNA. Ms. Lehman's speech was videotaped and can be used for a training tool in the future.

Rebecca Rolfe spoke to a women's delegation from China in February.

In addition, representatives from the CEDAW Task Force have been asked by the Swedish Left Party to attend a conference in Sweden this spring.

DOSW staff are coordinating a training for the Commissioners on CEDAW and CEDAW implementation. Task Force members were asked to provide copies of any training materials that would be helpful to the DOSW staff. Task Force members are welcome to participate in the training.

DISCUSSION / ACTION ITEM: Update on new local, national, international CEDAW events including Senator Boxer's call for a CEDAW hearing.

Cosette Thompson and Ann Lehman provided an update on the proposed national hearings on CEDAW. A kick-off event is scheduled for on March 8th (International Women's Day). A coalition of groups is working with Senator Barbara Boxer's office to organize and publicize the hearings and to promote U.S. ratification of CEDAW. This coalition has published a booklet on CEDAW called *Human Rights For All* and information about San Francisco's ordinance is included in the book.

DISCUSSION/ACTION ITEM: Updates from Working Groups.

Five-Year-Action-Plan Group: Sonia Melara reported that the working group has put together concepts for a vision statement and is now working on the outline for the Five-Year-Action-Plan. The group has been successful at obtaining funding and the services of a consultant. The Women's Foundation has generously offered to pay for a limited amount of consulting for the project, and Yolanda Alindor has agreed to work on the project. The final report will need to identify the involvement and support of The Women's Foundation. The action plan group will bring more information to future meetings as the proposed plan is developed further.

In addition to the work on the action plan, the group discussed the Commission's search for an Executive Director for the Department on the Status of Women. The group encouraged the Commissioners to include active support of CEDAW in the criteria for potential candidates. Commissioner Emily Murase agreed to take this recommendation to the Commission for their consideration.

Public Relations Group: Ken Theisen and Angela Calvillo volunteered to work with this group.

Work-Life Group: Maria Guillen reported that she and Ann Lehman met with union representatives, including Alexis Gonzales from the Labor Council, Leslie Abbott from Local 21, and Nikki Nones from the Labor Project For Working Families. Ms. Lehman and Ms. Guillen provided an overview of work to date and discussed options for union support in conducting an employee survey.

Ms. Guillen and Ann Lehman wrote two articles on work-life issues for the Local 790 newsletter, *United Worker*. This newsletter will be distributed to over 30,000 union members in Northern California.

Monitoring Group: Ann Lehman reported that she needs point people for each department. The role of the point person is to:

1) review the gender analysis and recommendations that have already been submitted by the departments,
2) coordinate questions for each department prior to presentations to the Task Force, and
3) suggest community members to invite to review the progress report.

Carmen Herrera and Ken Theisen agreed to be the point people for the Rent Board and Cosette Thompson confirmed that she would be the point person for the Arts Commission.

DISCUSSION / ACTION ITEM: Report from Department of Public Works.

Jim Horan, Ann Godfrey, and Ed Lee from the Department of Public Works (DPW) provided a report on their progress in implementing the recommendations from the DPW gender analysis. They also submitted an extensive written report and additional materials.

Overall, DPW has found that the process of conducting the gender analysis and implementing the recommendations has resulted in:

1) the Department as a whole having a greater awareness of gender issues,
2) assisting women in the Department feel more comfortable speaking up, and
3) assisting management to be more responsive to women's concerns.

Among the successes in their implementation process are the following examples:

- Proactive recruitment of women participants for a project management training.
- Creating a second EEO officer position.
- Development of the resource center, the number one concern of employees in the Department, that offers training for professional advancement, job postings, advice on workplace problems, computer training, and proactive outreach and support to employees.
- Recruitment programs like "Project Pull" which achieved a 60% participation rate from female students and 100% participation rate from youth of color
- A women's mentoring program which pairs engineers from within the Department with professional engineers outside the Department (and has assisted succeeding in helping a number of women move on to higher level positions; unfortunately for DPW this means leaving the department).
- Initiating a women's support group for female employees.
- A commitment to services which impact women, including public access automatic toilets, underground wiring for lighting, and lighting of construction canopies.

Among the unexpected findings was the realization that many of the people who volunteer for the Department and/or work in non-profits collaborating with DPW are women.

Task Force members expressed the following concerns:

1) The Department's ability to continue with their implementation process when leaders such as Ann Godfrey and Collie Gains, both excellent trainers and CEDAW supporters, retire. Ed Lee, Executive Director of DPW, clearly stated the Department's commitment to continue progress in these areas.
2) That the Department be more proactive in its recruitment and treatment of women.
3) That the Department incorporate gender specific curriculum into its training programs.
4) The Department's most recent statistics on women employed by the department demonstrated very little improvement in the last two years, especially in the skilled crafts, and that the department is still not meeting the 1990 SF Labor Pool employment statistics based on sex in almost every category with the exception of engineers.

Time ran short and Task Force Member and as well as members of the public were asked to forward further questions about the report to DOSW staff.

DISCUSSION / ACTION ITEM: Adoption of the CEDAW Task Force response to the Adult Probation gender analysis report and recommendations

This agenda item was forwarded to the March 27, 2002 meeting, which is scheduled for 2:00 p.m.

PUBLIC COMMENT

Included above.

ANNOUNCEMENTS

No announcements.

ADJOURN

Ken Theisen moved, Carmen Herrera seconded a motion to adjourn.

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Department on the Status of Women
City and County of San Francisco
Rosario Navarrette, Interim Executive Director
Mayor Willie L. Brown, Jr.

City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, March 27, 2002
2:00 p.m.

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CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

- ☐ Minutes of February, 27, 2002.

NEW BUSINESS

DISCUSSION/ACTION ITEM: Updates from Working Groups:

- ☐ *Action Plan Group*
- ☐ *Public Relations Group*
- ☐ *Work-Life*
- ☐ *Monitoring Group*

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- ❒ **DISCUSSION / ACTION ITEM:** Progress report from Rent Board (2:30 p.m.).

- ❒ **DISCUSSION / ACTION ITEM:** Adoption of the CEDAW Task Force response to the Adult Probation gender analysis report and recommendations.

- ❒ **DISCUSSION / ACTION ITEM:** Update on new local, national, international CEDAW events including Senator Boxer's call for a CEDAW hearing.

- ❒ **DISCUSSION / ACTION ITEM:** Report on public awareness campaign.

PUBLIC COMMENT

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Department on the Status of Women
City and County of San Francisco
Rosario Navarrette, Interim Executive Director
Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for March 27, 2002 meeting

CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Krishanti Dharmaraj, WILD for Human Rights
Youmna Chlala, WILD for Human Rights
Carmen Herrera, Human Rights Commission
Ken Theisen, Bay Area Legal Aid
Myrna Lopez, Mayor's Office

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DOSW Staff Attending

Rebecca Rolfe

Members of the Public

Joe Grubb, Executive Director, Residential Rent Stabilization and Arbitration Board
Janet Nu, San Francisco Apartment Association

ADOPTION OF AGENDA & MINUTES

Carmen Herrera moved, Ken Theisen seconded, the Task Force unanimously approved the agenda for the March 27, 2002 Task Force meeting.

Carmen Herrera moved, Ken Theisen seconded, and the Task Force unanimously approved the minutes from the February 27, 2002 Task Force meeting

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NEW BUSINESS

DISCUSSION/ACTION ITEM: Updates from Working Groups

Forwarded to April Task Force Meeting

DISCUSSION / ACTION ITEM: Report from Residential Rent Stabilization and Arbitration Board

Joe Grubb, Executive Director of the Residential Rent Stabilization and Arbitration Board (Rent Board), provided a progress report on their implementation of CEDAW recommendations.

Data Collection: The Rent Board is using up all of the old forms, which do not have revised data tracking information on them. Once the old forms are used up they will reprint new forms, which will allow them to collect the data specified in the CEDAW recommendations. They will also modify the database to allow for their services to be tracked and analyzed by gender and/or race/ethnicity and to be tracked by landlord/tenant categories.

The Rent Board conducted an informal survey of clients in which approximately 1/3 of staff volunteered to keep records of clients they were in contact with. The preliminary results show they are seeing approximately 51% male and 48.5% female clients, and approximately 53% of their clients are Caucasian. They also attempted to document client demographics from people who access their website. Task Force members expressed concern that identification of demographic data should not rely upon the perception of the person keeping records, but that clients should be asked to provide specific demographic data. Further concerns included that data should be collected systematically and processes for collection and analysis of data regarding clients should be institutionalized.

Interagency Coordination: Mr. Grubbs was asked to chair the committee working on the housing study which will survey 1100 households who are renting rent stabilized housing units. The study will track gender as well as race/ethnicity.

Language Accessibility: The Rent Board has received $87,000 for translation expenses that has allowed them to translate approximate 67% of their materials into Chinese and Spanish. Since the Rent Board arbitration is a quasi-judicial body, all final documents related to arbitration need to be in English, however sample forms and explanations will be printed in Chinese and Spanish. Mr. Grubbs reported that recruitment of staff that can speak Chinese is a high priority as many of their consumers are monolingual in Chinese dialects. Krishanti Dharmaraj suggested that the Rent Board explore partnering with community-based organizations with expertise and experience working with specific ethnic or cultural groups.

Multi-lingual information regarding Rent Board services and programs is also available via telephone, with voice recording of information available in different languages.

Task Force members inquired about translation at hearings. The Rent Board will provide translation at hearings if the client is unable to provide their own translation and has a financial hardship. This generally means that most people who are eligible are tenants. In reality, relatives and/or representatives from community groups such as the Asian Law Caucus frequently provide translation.

Employment: Mr. Grubbs reported that they continue to offer part time work for employees, even though that supervision of part time employees requires more time from supervisors. They have had good success with their maternity policies, and most staff take between four and eight months of maternity leave. The Rent Board has historically had a high number of female staff members who advocated for policies supporting work-life balance well before the CEDAW analysis was conducted.

Department Planning: Task Force members asked about how CEDAW has been incorporated into department planning mechanisms such as strategic planning and performance measures. Mr. Grubb represented that the department does not have a formal strategic planning process and that the performance measures required by the Mayor's office do not include gender analysis. The Rent Board utilizes management meetings, open communication with employees, client/customer surveys, and annual performance measures as planning/management tools. Most of the department feedback from clients and community members is extremely positive.

After Mr. Grubbs completed his report, Task Force members discussed the gender analysis and monitoring process. Task Force member's concerns included the fact that most city departments have a difficult time analyzing the impact of budget, programs and employment policies and practices on gender. Although CEDAW has increased awareness of gender and responsiveness to the needs of women, city departments have not successfully integrated the intention and philosophy of CEDAW into their work. One suggestion is to conduct gender analysis on related departments in the future, i.e. all agencies involved in domestic violence intervention and/or services. This may result in a greater impact on issues related to CEDAW.

DISCUSSION / ACTION ITEM: Adoption of the CEDAW Task Force response to the Adult Probation gender analysis report and recommendations

Ken Thiesen moved, Krishanti Dharmaraj seconded, and the Task Force unanimously approved the draft of the CEDAW Task Force response to the Adult Probation Department gender analysis report and recommendations.

DISCUSSION / ACTION ITEM: Update on new local, national, international, CEDAW events including Senator Boxer's call for a CEDAW hearing.

Forwarded to April Task Force Meeting.

DISCUSSION / ACTION ITEM: Report on public awareness campaign.

The Department on the Status of Women has been invited to send a representative to Sweden to speak about San Francisco implementation of the CEDAW ordinance. Staff members may not be able to attend in which case a Task Force member may be able to go to represent our work. If a staff member is not able to attend, Carmen Herrera may be available to go. Rebecca Rolfe will follow up with Ann Lehman about logistics and participation.

PUBLIC COMMENT

Included above.

ANNOUNCEMENTS

Next Meeting: Wednesday April 24, note time change to 2:00 pm.

ADJOURN

Ken Theisen moved, Carmen Herrera seconded a motion to adjourn.

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Department on the Status of Women
City and County of San Francisco
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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, April 24, 2002
2:00 p.m. - 4:00 p.m.
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CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

- ❒ Minutes of March, 27, 2002.

NEW BUSINESS

- ❒ **DISCUSSION/ACTION ITEM:** Detailed review and discussion of Five-Year Action Plan.

OLD BUSINESS

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- ❒ **DISCUSSION / ACTION ITEM:** Schedule of CEDAW Task Force meetings and monitoring reports for department's gender analysis progress reports.

- ❒ **DISCUSSION / ACTION ITEM:** Update on national and international CEDAW events.

- ❒ **DISCUSSION / ACTION ITEM:** Report on public awareness campaign.

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Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for April 24, 2002 meeting

CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Krishanti Dharmaraj, WILD for Human Rights
Youmna Chlala, WILD for Human Rights
Maria Guillen, Local 790
Ken Theisen, Bay Area Legal Aid
Myrna Lopez, Mayor's Office
Sonia Melara, Arriba Juntos (by phone)

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DOSW Staff Attending

Rosario Navarrette
Rebecca Rolfe
Ann Lehman

Members of the Public

Marian Chatfield

ADOPTION OF AGENDA & MINUTES

Ken Theisen moved, Youmna Chlala seconded, the Task Force unanimously approved the agenda for the April 24, 2002 Task Force meeting.

Ken Theisen moved, Youmna Chlala seconded, and the Task Force unanimously approved the minutes from the March 27, 2002 Task Force meeting.

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San Francisco, CA 94102

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NEW BUSINESS

❒ **DISCUSSION/ACTION ITEM:** Detailed review and discussion of Five-Year Action Plan.

Emily Murase thanked the working group for their dedicated efforts. Members consist of staff, Rebecca Rolfe and Rosario Navarrette, and Krishanti Dharmaraj, Myrna Lopez, Sonia Melara, Cosette Thompson and facilitator Yolanda Alindor (whose work was funded by the Women's Foundation). A preliminary draft of the Five-Year Action Plan was presented by the group. What follows are discussion highlights regarding the vision and goals.

Vision Statement: The local implementation of the United Nations Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) will result in women and girls fully exercising their human rights including an:

- adequate standard of living,
- bodily integrity and
- health;

while acknowledging the multiple identities of women and girls including race, ethnicity, socio-economic status, sexuality, nationality and immigration status.

Full implementation of CEDAW would ensure dignity and respect for women and girls in both public and private spaces; and end systemic forms of discrimination and violence towards women and girls in the U.S.

- This strategic plan is intended to provide a map to move expeditiously towards the implementation of CEDAW in the City and County of San Francisco.
- Overtime, all aspects of public and private sector will fully integrated CEDAW into their systems and structures; and
- Everything that happens to San Francisco women and girls will be interpreted and acted upon using the CEDAW conceptual framework, analysis and language.

Discussion: Task Force members primarily spoke about the need to define commonly understood human right words such as adequate standard of living (which includes rights to employment, education and civil and social rights), bodily integrity (which includes a right to be free of violence) and health (which includes a right to reproductive freedom). There was a suggestion to include a definitions section.

The goals and objectives were separated from the specific recommended tasks and timelines, as each task has a potential resource issue that DOSW staff will need to prioritize on a yearly basis. General feedback includes a need to address the fact that the plan prioritizes objectives with in broad goals and a "wish list" of work not included in the plan.

Goal: CEDAW analysis and framework is fully integrated into all of the work of the Commission and Department on the Status of Women.

Discussion: Commissioners, the new executive director, and staff will be trained on human rights soon and prior to the July COSW meeting when the Five-Year Action Plan is scheduled to be heard.

Goal: Increase the number of women in decision-making roles and positions of authority.

Discussion: Be sure to include "all" in the objective regarding increasing the number of women commissioners and ensuring that the appointments reflect the diversity and balance of population in the City and County of San Francisco.

Goal: Review federal state and local ***laws*** and public policies to identify systemic and structural discrimination against women and girls.

Goal: Every city department integrates gender to achieve full equality for men and women.

Goal: Increase the public awareness of CEDAW principles and the local CEDAW Ordinance in the San Francisco communities.

Goal: Increase the opportunities for ***non-traditional*** and higher-paid employment for women.

Goal: Develop and expand ***work/life policies*** that impact on women at all levels; ensure their availability to all women employees.

Discussion: Extensive discussion on how to include "questioning the way work is structured in today's society" and how this does or does not work for women. In particular, members wanted to expand the notion of work/life to include unpaid work. Public comments included.

Goal: Increase women's access to ***financial*** resources, including bank accounts, loans, mortgages, and other forms of financial services.

Goal: Increase criminal justice, social service, and other intervention strategies and make them more accessible to women and girls who experience violence.

Goal: Increase the viable, accessible options for preventing violence against women and girls.

Goal: Monitor and evaluate the effectiveness and accessibility of the service delivery system (both governmental and nonprofit agencies) for both the prevention and intervention services.

Goal: Increase access to health care and wellness information to all women and girls, regardless of insurance, family status, ability to pay, or immigration status.

Goal: Monitor and evaluate the health care systems (both governmental and nonprofit agencies) to ensure they are comprehensive and accessible.

> *Discussion: Health care goals are ambitious and we should explore strategic partnering with community based organizations, such as the Latino Health Forum, as well as, City Departments, such as Women's Services at the Public Department of Health.*

Goal: Increase the knowledge and visibility about the differential impacts of the environment on the health and well being of women and girls.

CEDAW COMMITTEE

> *The CEDAW Task Force will sunset on December 31, 2002, to be replaced by a Committee with a different membership and structure as outlined below:*

Membership: The Committee will have seven members

- The Mayor or his/her designee
- The President of the Board of Supervisors or his/her designee
- The President of the Commission on the Status of Women or his/her designee
- Four members at large who are nominated by the CEDAW Committee and appointed by:
    - The Mayor (one committee member)
    - The Board of Supervisors (one committee member)
    - The Commission on the Status of Women (two committee members)
- Committee members will be expected to have a commitment to the values and principles of CEDAW, and knowledge and experience in one or more of the following areas: human rights issues, employment/economics, violence against women, or health. Committee members will represent the public stakeholders, ensuring that implementation of the local CEDAW Ordinance positively impacts the lives of San Francisco women and girls.

Leadership:

- The Committee will elect a Chair of the Committee and Vice Chair.
- Terms for the Chair and Vice Chair will be one year (twelve months)
- No person may serve more than two consecutive years as Chair or more than two consecutive years as Vice Chair.

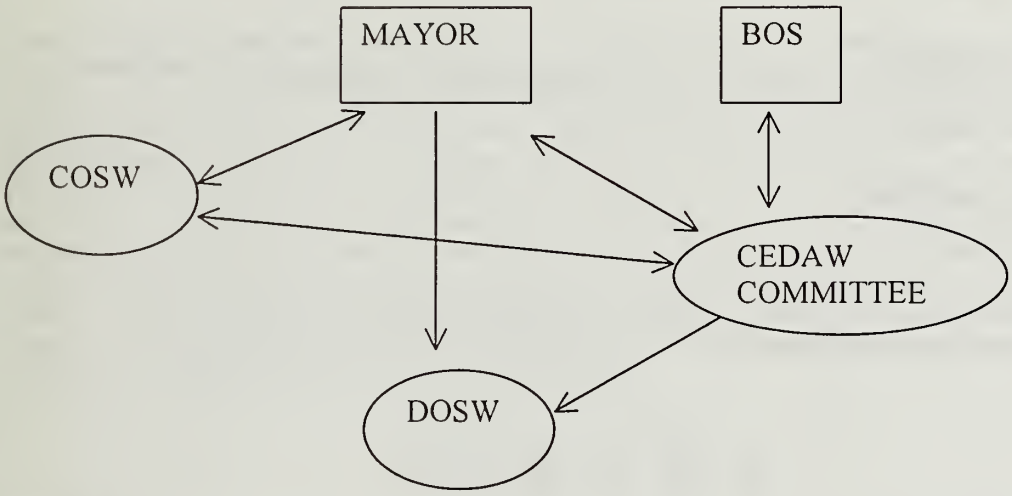
Authority:

- The CEDAW Committee reports to the Mayor, The Board of Supervisors and the Commission on the Status of Women.
- The CEDAW Committee's authority extends to making recommendations regarding implementation of local CEDAW Ordinance to the Mayor, Board of Supervisors and COSW.

> *Discussion: Task Forced reviewed a number of different options for creating the Committee:*

1) Ordinance amendment
2) Independent of CCSF (e.g. Public/Private Partnership) – Performance Partnerships
3) Through approval of the Action Plan or a Memorandum of Understanding.

Discussion included the ideas that it would be helpful to include a member from the private for profit sector, and to ensure that each representative member has relevant experience and knowledge in the areas of human rights and their respective areas of expertise. Some felt that a single two year term may not be long enough. The draft structure includes a rotating chair. The need to define a monitoring system was noted.



OLD BUSINESS

❒ **DISCUSSION / ACTION ITEM:** Schedule of CEDAW Task Force meetings and monitoring reports for department's gender analysis progress reports.
Members discussed inviting the Art Commission to the June meeting. Meetings were changed to start at 2:00 p.m.

❒ **DISCUSSION / ACTION ITEM:** Update on national and international CEDAW events.
Ms. Dharmaraj reported that Senators Boxer and Biden have called for a hearing on the UN CEDAW Treaty on May 15, 2002. Due to the current political climate, very few individuals are being asked to speak. However, organizers in Washington D.C. are hopeful it will pass out of committee. Ms. Dharmaraj also reported that at the UN CEDAW hearings next January (2003), she hoped to invite staff of the Department on the Status of Women to help celebrate a five-year anniversary of the adoption of CEDAW in San Francisco.

❒ **DISCUSSION / ACTION ITEM:** Report on public awareness campaign.

Ms. Melara reported on her presentation to a group of women from Santa Cruz on Sunday, April 21, 2002 regarding the Santa Cruz Commission on the Status of Women's efforts to adopt a CEDAW ordinance. The drafting of the ordinance is in the beginning stages. A large section relates to violence against women and Santa Cruz County has a separate Commission on this issue. Ms. Melara also reported on a recent study that indicated women with children make less money than women without children and less than men without children in similar jobs.

Ms. Dharmaraj, reported that WILD will be giving CEDAW trainings; one will be in New York City to the City Council on May 6, 2002, the other will be in Los Angeles.

Ms. Rolfe reported she will be going to Sweden in May to make a presentation on San Francisco's CEDAW experience.

PUBLIC COMMENT

The public participated in the above discussions. Public comment is reflected accordingly.

ANNOUNCEMENTS

None.

ADJOURN

The meeting was adjourned.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

City and County of San Francisco

CEDAW Task Force Meeting

Wednesday, June 26, 2002

2:00 p.m. - 4:00 p.m.

Room 278 (Board of Supervisors Conference Room)

CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to Commission on the Status of Women at (415) 252-2570. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces adjacent to the building or on Oak Street or Hickory. Accessible BART station is the Civic Center Station on Market and between 7th & 8th Streets. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 42, 47, 49 and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for accessibility information, contact 252-2570 (Voice) or 252-2550 (TDD).

AGENDA

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CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

- Minutes of April 24, 2002.

WORK–LIFE

- **DISCUSSION ITEM:** Proposed SF Charter Amendment that gives paid parental leave to CCSF employees.

MONITORING

- **DISCUSSION/ACTION ITEM:** The Department of Environment will be giving its progress report. There will be a review of discussion on, feedback for and recommendations regarding the Department of Environment progress report on its CEDAW implementation.

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- **DISCUSSION / ACTION ITEM:** Schedule of CEDAW Task Force meetings and monitoring reports for department's gender analysis progress reports.

- **DISCUSSION ITEM**: REVIEW of Response from Department of Public Works.

FIVE-YEAR ACTION PLAN

- **DISCUSSION: UPDATE ON THE FIVE-YEAR ACTION PLAN**

PUBLIC AWARENSS

- **DISCUSSION / ACTION ITEM:** Update on national CEDAW events, CEDAW hearings by U.S. Senate.

- **PUBLIC AWARENESS CAMPAIGN:** Rebecca Rolfe will give a report on her presentation to the Left Party of Sweden.

OTHER

- **DISCUSSION:** C/DOSW training.

PUBLIC COMMENT

ANNOUNCEMENTS

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Admin Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street #701, San Francisco, CA 94102, telephone (415) 554-9510, fax (415) 703-0121 and web site http://www.ci.sf.ca.us/ethics.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

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Mayor Willie L. Brown, Jr.

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City and County of San Francisco
CEDAW Task Force Meeting
Wednesday, July 24, 2002
2:00 p.m. - 4:00 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA

ADOPTION OF MINUTES

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- Minutes of April 24, 2002.

WORK–LIFE

- **DISCUSSION ITEM:** Update on proposed family leave and parental leave legislation.

MONITORING

- **DISCUSSION:** Arts Commission scheduled to present at the September Task Force meeting.

FIVE-YEAR ACTION PLAN

- **DISCUSSION:** Update on Five-Year Action Plan

PUBLIC AWARENSS

- **DISCUSSION:** Update on United States CEDAW ratification process.

- **DISCUSSION:** Update on CEDAW Training for Commission on the Status of Women

PUBLIC COMMENT

ANNOUNCEMENTS

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Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

City and County of San Francisco
CEDAW Task Force Meeting

NOTICE OF CANCELLATION

The Meeting scheduled for

Wednesday, July 24, 2002

2:00 p.m. - 4:00 p.m.

Room 278 (Board of Supervisors Conference Room)
City Hall (#1 Dr. Carlton B. Goodlett Place)

has been cancelled.

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Department on the Status of Women

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Mayor Willie L. Brown, Jr.

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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, September 25, 2002
2:00 p.m. - 4:00 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

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The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

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AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER/ROLL CALL

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ADOPTION OF AGENDA DISCUSSION/ACTION ITEM

Action: Approve the agenda for September 25, 2002 CEDAW Task Force Meeting.

ADOPTION OF MINUTES DISCUSSION/ACTION ITEM

Action: Approve minutes of April 24, 2002 CEDAW Task Force meeting.

CEDAW TRANSITION ISSUES DISCUSSION ITEM

Revisions to San Francisco CEDAW Ordinance

CEDAW Action Plan

Transition Steps
- Monitoring of departments who have completed Gender Analysis
- Closure for CEDAW Task Force

WORKING GROUP UPDATES

Work Life Working Group DISCUSSION ITEM
- Update on Paid Leave Legislation

PUBLIC AWARENESS DISCUSSION ITEM

Summary of 6/28/02 CEDAW Training for Commission on the Status of Women

Presentation to Portland Area World Affairs Council

Announcements of Upcoming Public Awareness Events

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Update on status of United States ratification of CEDAW

PUBLIC COMMENT

ANNOUNCEMENTS

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Meeting Information

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CEDAW

Year: 2002 go

City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, October 23, 2002
2:00 p.m. - 4:00 p.m.
Room 278 (Board of Supervisors Conference Room)
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AGENDA

Public Comment will be heard after each agenda item

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA DISCUSSION/ACTION ITEM

Action Approve the agenda for October 23, 2002 CEDAW Task Force Meeting.

ADOPTION OF MINUTES DISCUSSION/ACTION ITEM

Action Approve minutes of April 24, 2002 CEDAW Task Force meeting.

CEDAW TRANSITION ISSUES DISCUSSION/ACTION ITEM

Update on Revisions to CEDAW Ordinance

Update on CEDAW Action Plan

WORKING GROUP UPDATES

Work Life Working Group DISCUSSION ITEM

PUBLIC AWARENESS DISCUSSION ITEM

Announcements of Upcoming Public Awareness Events

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Update on status of United States ratification of CEDAW

PUBLIC COMMENT

ANNOUNCEMENTS

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Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

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Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for October 23, 2002 meeting

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CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Krishanti Dharmaraj, WILD for Human Rights
Ken Theisen, Bay Area Legal Aid
Sonia Melara, Arriba Juntos
Carmen Herrera, Human Rights Department
Dorothy Yee, Department of Human Resources

DOSW Staff Attending

Rebecca Rolfe
Ann Lehman

Members of the Public

Marian Chatfield-Taylor

ADOPTION OF AGENDA & MINUTES

Ken Theisen moved, Krishanti Dharmaraj seconded, the Task Force unanimously approved the agenda for the October 23, 2002 Task Force meeting.

Krishanti Dharmaraj moved, Ken Theisen seconded, and the Task Force unanimously approved the minutes from the April 24, 2002 Task Force meeting.

CEDAW TRANSITION ISSUES

Update on Revisions to CEDAW Ordinance. The Working Group met with Executive Director Belle Taylor McGhee and Supervisor Maxwell as well as CEDAW Task Force

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Member Sarah Yee. They also met with City Attorney Amy Ackerman who will be drafting the new legislation. The following changes were discussed:

Working group members consist of staff, Rebecca Rolfe and Rosario Navarrette, and Krishanti Dharmaraj, Myrna Lopez, Sonia Melara, Cosette Thompson and facilitator Yolanda Alindor (whose work was funded by the Women's Foundation).
Our goals in revising the existing CEDAW Ordinance are to:

1). Integrate gender analysis into existing city budgeting, planning, and evaluation mechanisms.
2). Enhance the language in the Ordinance related to gender equity for girls.
3). Add language related to gender equity in education.
4). Add language to enable creation of CEDAW Committee.

Specific changes include the following:

Section 12K.1 Findings

- Update findings to include work done from time of last revision of Ordinance (12/28/2000) to the present
- Add (g) to include brief summary of Action Plan.

Section 12K.2 Definitions

- Add (j) section to further define age to be specifically inclusive of girls and older women.
- Discussed also adding gender identity to definitions where appropriate.

Section 12K.3 Local Principles of CEDAW

- Insert a new (d) section regarding education. Since the school district and City College are not under the control of the Board of Supervisors, this language must be non-binding. This section will refer to the fact that the School Board and City College Board passed resolutions supporting CEDAW, and urging each of these bodies to fully implement the principles of CEDAW. Specific language about implementation will be taken directly from the resolutions.
- The current section (d) will become section (e) with no additional changes.

Section 12K.4 Implementation of the Principles of CEDAW in San Francisco

- Paragraph (a): need to revise language regarding training of city departments.
- Paragraph (b): all existing sections related to the gender analysis will be eliminated. New language will be inserted along the lines of "The City and County of San Francisco will ensure gender equity by integrating *Human Rights, including* gender analysis tools, into City budgeting, planning and evaluation practices." This section will then specifically refer to the Budget Ordinance,

which will specify how CEDAW/gender analysis will be integrated into the City budgeting procedure.

- Paragraph (c): existing language referring to establishing an action plan will be replaced with the broad goals and strategies identified in the action plan.
- Add language that requires all departments to receive Human Rights training, DOSW assistance will be made available when necessary.

Section 12K.5 CEDAW Task Force

- All sections related to the current Task Force will be eliminated and replaced with language authorizing the CEDAW Committee as detailed in the Action Plan Outline. Specific changes in the structure of the CEDAW Committee since last discussed at the Task Force include:
    1. Removing the President of the Board, the Mayor and the Executive Director of DOSW as voting members but including them as ex-officio.
    2. Increasing the number of at-large members appointed by the Mayor (2 members) and the President of the Board of Supervisors (2 members)
    3. Clarifying the staffing the DOSW will provide to the Committee (At a minimum, this will include the agenda and minutes. Additional resources will depend on COSW approval and DOSW resources.)

The following are elements of the new Committee:

- The Committee will have seven voting members and three non-voting "ex-officio" members.
- The seven voting members will include the President of the Commission on the Status or his/her designee and six at-large members. The at-large members will be nominated by the CEDAW Committee and appointed as follows: two members appointed by the Mayor, two members appointed by the President of the Board of Supervisors, and two members appointed by the Commission on the Status of Women.
- In addition to the seven voting members, there will be three non-voting ex-officio members. These members will not be included as committee members for the purposes of establishing quorum or voting. These members will include: the Mayor or his/her designee, the President of the Board of Supervisors or his/her designee, and the Executive Director of the Department on the Status of Women or his/her designee.
- Committee members will be expected to have a commitment to the values and principles of CEDAW, and knowledge and experience in one or more of the following areas: human rights issues, education, employment/economics, violence against women, or health. Committee members will represent the public stakeholders, ensuring that implementation of the local CEDAW Ordinance positively impacts the lives of San Francisco women and girls.
- Committee members will serve for a two-year renewable term.

ADDITIONAL DISCUSSION:

Discussed the necessity to ensure that eventually the City Contracting process (Administrative Code 12 (b) is utilized with a human rights approach and analysis. Discussed looking into having this be a requirement of the contracting process and will pursue with appropriate City Attorneys and the Human Rights Commission.

Also discussed the transition from Task Force to Committee. Since it does not appear that the legislation will be in place by the time the Task Force sunsets (end of the year), two possibilities are:
1) The Board of Supervisors could pass a resolution to continue Task Force indefinitely until the Committee is formed?
2) The Commission could create a subcommittee of COSW made up of Task Force members to assist with the transition.

In either case it was discussed that the current CEDAW Task Force would nominate the first set of Committee members.

Update on CEDAW Action Plan

(See Action Outline). The Action Plan will be summarized for the legislation. Discussion took place about the inclusion of objectives and deadlines vs. the issue of having sufficient resources to ensure all the deadlines are met. The Task Force asked that COSW consider having the following goals incorporated into its strategic plan for the near future:

Goal: CEDAW analysis and framework is fully integrated into all of the Commission and Department on the Status of Women's work.

Strategies:

1. Need objective regarding training of staff and commissioners – understanding and ability to utilize framework
2. Need to add additional strategies here? – Review at COSW retreat to identify specific strategies

Goal: Every city department integrates gender to achieve full equality for men and women into *its budget process.*

Strategies:

1. Develop a simplified gender analysis process that works for all areas of including organizational/department budget, programs and services, and employment practices. The gender analysis process should allow for analysis by gender as well as by race/ethnicity, age and other identities.

Goal: Increase the public awareness of CEDAW principles and the local CEDAW Ordinance in the San Francisco communities.

Strategies:

1. Develop CEDAW expertise within local strategic partners including advocacy, civil rights, and community-based organizations.
2. Increase the understanding of CEDAW principles and the local CEDAW Ordinance through conducting local forums, trainings, and workshops.

Goal: Monitor and evaluate the effectiveness and accessibility of the service delivery system (both governmental and nonprofit agencies) for both the prevention and intervention services. (refers to the Justice & Courage work plan)

WORKING GROUP UPDATES

Work Life Working Group: California's SB 1661 by Senator Sheila Kuehl (D-Santa Monica) establishes the Family Temporary Disability Insurance program within the existing Disability Insurance program. This new program will expand disability coverage to individuals who demonstrate to a physician the need to take time off from work to care for a sick or injured family member, or for the birth, adoption, or foster care placement of a new child.

This new state law to take affect in 2004 will lessen the costs for the pending Charter Amendment proposed by Supervisor Daly (Proposition 1 Paid Parental Leave) for full time pay parental leave for city workers for 12 weeks currently estimated to cost 6. 3 million a year, since the new law will cover many more individuals then those previously required to be eligible for disability. Unlike the new State law that covers all family members (similar to FLMA), the proposed charter amendment only applies to new parents, guardians, or foster parents for a new child.

PUBLIC AWARENESS DISCUSSION ITEM

Announcements of Upcoming Public Awareness Events:

- Ann Lehman spoke to SF Controller group on 10/18/02 regarding CEDAW.
- Krishanti Dharmara announced that the Ford Foundation had agreed to fund training by South African officials on crafting a public budget based on CEDAW principles, sometime late spring.
- She also announced there would be a CEDAW briefing in NYC on Jan. 23, 2002 and that some local Bay Area are folks would be invited speakers.
- There is also a planned White House Project in March 2003 as well as Mayor's Women's Summit to be co-chaired by DOSW Executive Director, Belle Taylor--McGhee

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

The vote on the United States ratification of CEDAW will not take place in January as hoped. The ratification vote now depends on the November election and the configuration of the Senate.

PUBLIC COMMENT

ANNOUNCEMENTS

Marian Chatfield-Taylor announced that
The first planning meeting for a proposed conference on "What Would A Good Economy Look Like To Women," met in San Francisco on Oct. 16th, 2002, and goals, agreements, and criteria for moving forward. Please attend the next planning meeting and bring an ally or colleague. The next planning meeting will be held on Monday, November 11th, at 6PM—Portrero Hill Neighborhood House, 953 DeHaro Street, San Francisco.

ADJOURN

The meeting was adjourned.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, November 20, 2002
1:30 p.m. - 4:30 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements, or for accessibility information, contact the Department on the Status of Women at 415-252-2570 (Voice) or 415-252-2550 (TTD).

The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA DISCUSSION/ACTION ITEM

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Action: Approve agenda for November 20, 2002 CEDAW Task Force Meeting.

ADOPTION OF MINUTES DISCUSSION/ACTION ITEM

Action: Approve minutes of October 23, 2002 CEDAW Task Force meeting.

MONITORING DISCUSSION/ACTION ITEM

DISCUSSION/ACTION ITEM: The SF Arts Commission will be giving its progress report. There will be a review of, discussion on, feedback for, and recommendations regarding the Arts Commission progress report on its CEDAW implementation.

DISCUSSION/ACTION ITEM: The SF Probation Department will be giving its progress report. There will be a review of, discussion on, feedback for, and recommendations regarding the SF Probation Department progress report on its CEDAW implementation.

DISCUSSION: Report from DOSW staff on meeting with Juvenile Probation Department staff regarding girls in the criminal justice system.

SCHEDULE DISCUSSION/ACTION ITEM

ACTION ITEM: Schedule of CEDAW Task Force meetings for 2003.

CEDAW TRANSITION ISSUES DISCUSSION/ACTION ITEM

Revisions to CEDAW Ordinance

CEDAW Action Plan

WORKING GROUP UPDATES

Work Life Working Group DISCUSSION ITEM

PUBLIC AWARENESS DISCUSSION ITEM

Announcements of Upcoming Public Awareness Events

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Update on status of United States ratification of CEDAW

ANNOUNCEMENTS DISCUSSION ITEM

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the peoples business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at Phone: (415) 554-7724, Fax: (415) 554-5163 E-mail: Donna_Hall@ci.sf.ca.us

The ringing of and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Admin Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street #701, San Francisco, CA 94102, telephone (415) 554-9510, fax (415) 703-0121 and web site http://www.ci.sf.ca.us/ethics.

National Partnership for Women & Families **Bulletin**

Volume 2, Issue 4 **Family Leave Benefits Campaign** November 13, 2002

California passes first-ever comprehensive paid leave bill

Victory in California! On September 23, 2002 Governor Gray Davis signed SB 1661 into law. This first-of-its-kind legislation makes paid family leave a reality for Californians. Countless targeted emails and phone calls from grassroots paired with the tireless advocacy work of local, statewide, and national organizations made this great victory possible!

Thanks to the leadership of State Senator Sheila Kuehl (D-Santa Monica), who introduced the bill, and Governor Gray Davis, who signed it into law, workers in California will no longer have to chose between caring for their loved ones and paying their bills. Under the new law, employees who take time off to care for a newborn, a newly adopted child, or a seriously ill family member will be entitled to up to 6 weeks of partially paid leave a year. The program expands the state fund providing insurance for disabled workers and is funded entirely by employee payroll deductions. Thirteen million California workers are covered by the new law. Though employees will pay only an average of $27 per year, workers on leave would bring home 55-60% of their wages, up to $728 per week during the program's first year.

The Law at a Glance

- Employees begin paying into the program on January 1, 2004, with benefits available beginning in July 2004.
- SB 1661 creates the Family Temporary Disability Insurance (FTDI) program, which is an expansion of the state disability insurance program.
- The program covers leave to care for a newborn, newly adopted or newly placed foster child, seriously ill family members including a parent, spouse, domestic partner or child.
- Employees will be entitled to a benefit level of 55-60% of their regular pay with a cap of $728 per week.
- The program will be 100% employee funded; and the average employee contribution will be less than three dollars per month (with minimum wage earners paying only $11.23 a year).

By becoming the first state in the nation to pass a paid leave bill into law, California has demonstrated its strong commitment to workers and families.

This law makes a powerful statement on behalf of California workers who need to take time off to care for loved ones but can't afford to take leave when their families need them most—and its passage heralds a new era of family friendly policies. Policy makers and activists in 27 other states have introduced a range of innovative proposals to put family and medical leave within the reach of all American families.

We expect that other states will soon stand with California and say that it's time— past time—to make family and medical leave more affordable.

The Buzz

On California's new paid family leave law

"I don't want Californians to choose between being good parents and good employees."

-- Governor Gray Davis (D-CA)

"People are just privately making these really painful decisions and choices and are really struggling."

-- Netsy Firestein, Director
Labor Project for Working Families

"This is a really powerful statement on behalf of California workers who need to take time off to care for loved ones but can't afford to take leave when their families need them the most."

--Judith Lichtman, President
National Partnership for Women & Families

"It seems it would cost a business much more if it didn't provide this type of insurance, especially in these tough economic times. Families are struggling to care for aging parents and young children while maintaining dual careers."

-- Paul Orfalea, Founder
Kinkos, Inc.

"The truth is, [the federal FMLA] is really not being accessed by very many people because not very many people can afford to live without a paycheck."

--Senator Sheila Kuehl (D-Santa Monica)

"Certainly, in terms of family legislation, I think it's far and away the most significant bill [Davis] has signed."

--Tom Rankin, President
California Labor Federation

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for November 20, 2002 meeting

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CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Youmna Chlala, WILD for Human Rights
Ken Theisen, Bay Area Legal Aid
Sonia Melara, Arriba Juntos
Carmen Herrera, Human Rights Department
Maria Guillen, Local 790/Commission on Aging
Cosette Thompson, Amnesty International

DOSW Staff Attending

Ann Lehman

Members of the Public

Nancy Gonchar, Arts Commission
Dee Williams, Adult Probation Department
Arturo Faro, Adult Probation Department
Intern (Mary), WILD

ADOPTION OF AGENDA & MINUTES

Ken Theisen moved, Carmen Herrera seconded, the Task Force unanimously approved the agenda for the November 20, 2002 Task Force meeting.

Maria Guillen moved, Youmna Chlala seconded, and the Task Force unanimously approved the minutes from the October 23, 2002 Task Force meeting.

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MONITORING REPORTS

SF ARTS COMMISSION CEDAW PROGRESS REPORT:

Nancy Gonchar, Deputy Director and CEDAW Task Force liaison from the SF Arts Commission, gave a progress report.

1) THE ARTS COMMISSION WILL MAKE AN EFFORT TO EVALUATE ALL ITS PROGRAMS, SERVICES AND OPERATIONS, WHICH INCLUDE GENDER AS ONE OF THE FOCUSES. WE WILL CONSIDER HIRING A CONSULTANT TO HELP US ESTABLISH A MEANINGFUL EVALUATION PROCESS AS WELL AS A SURVEY TOOL FOR EACH OF OUR PROGRAMS. THE COMMUNITY WILL BE INVOLVED IN THIS EVALUATION PROCESS.

   The Arts Commission has begun an evaluation of all its programs, however, they have not yet determined how gender issues will be evaluated. Discussion followed that gender is more than counting how many women there are in any given program. Gender analysis speaks to meeting the needs of women and girls throughout San Francisco including the different race/ethnicities and other characteristics in all of the Arts Commissions programs and services. Departmental staff spoke of the variety of Arts Commission programs, particularly the Cultural Centers that focus on different ethnic groups and the vast outreach that is done for all panels for the Cultural Equity Grants in particular and that the panels are always very diverse. Despite the board outreach, similar groups do tend to be recipients of grants and/or projects, in part, due their expertise in applying for city funds and projects. The Task Force discussed increasing training/mentoring opportunities, even requiring this of organizations who receive large projects. WILD and DOSW staff both offered to assist with developing criteria for gender to be utilized in evaluations.

   Larger art project commissions that include a lot of engineering work did tend to go to men who make up the bulk of the individuals and groups with this type of experience. The Task Force recommended that recipients of commission be strongly encouraged to participate with local artists who would be interested in gaining this experience. The Arts Commission committed to exploring this recommendation.

2) THE ARTS COMMISSION WILL CONTINUE ITS PRACTICE OF OFFERING STAFF FLEXIBILITY AND CONSIDER OFFERING MORE OPTIONS SUCH AS JOB SHARING, PART-TIME (MOST STAFF ARE FULL-TIME), COMPRESSED WORK WEEK; FORMAL TELECOMMUTING WHERE FEASIBLE, AND OTHER WORK-LIFE RESOURCES (MOST LIKELY IN CONJUNCTION WITH OTHER

DEPARTMENTS) SUCH AS CHILDCARE AND ELDER INFORMATION OR REFERRALS, ETC.

The Arts Commission found it difficult to develop innovative and flexible policies in a small office when faced with the myriad of City, Department of Human Resources, Civil Service and Memoranda of Understanding.

3) THE CEDAW TASK FORCE SHOULD TAKE A LEADERSHIP ROLE IN RECOMMENDING CITYWIDE POLICIES REGARDING GENDER EQUITY, AS WELL AS EMPLOYMENT FLEXIBILITY POLICIES.

Given that staff reported that it has been difficult for the department to expand upon the current flexibility and programs in place, the CEDAW Task Force encouraged looking to other departments that had gone beyond the standard policies, such as the Board of Supervisors, Adult Probation, and Office of Citizens Complaints. Due to budget constraints, the need for flexibility was increasing in areas such as job sharing, part time and telecommuting, all of which can save in costs.

4) THE DEPARTMENT WILL ALSO LOOK INTO THE ISSUE OF THE STREET ARTIST LOTTERY AND THE IMPACT ON PARENTS.

The Arts Commission revised the guidelines of the Street Artists Lottery, to accommodate parents of school age children and to allow for in-persons proxies to at early morning lotteries for Street Artists space.

5) THE DEPARTMENT WILL ASSESS THE NEED TO INITIATE A STRATEGIC PLANNING PROCESS.

The Arts Department has begun to initiate a strategic planning process and will consider including gender in he process. Ann Lehman offered to assist in this endeavor.

SF ADULT PROBATION DEPARTMENT CEDAW PROGRESS REPORT:

Dee Williams, Personnel Director and CEDAW Liaison, and Arturo Faro, Acting Division Director, from the San Francisco Adult Probation Department gave the following report.

WORK-LIFE POLICIES:

The Adult Probation expanded its formal telecommuting policies (in place in the Investigations unit for almost ten years) to the Community Services Unit. Three more employees are now telecommuting and their work product has increased, absenteeism has decreased, and office rent savings have been realized. Department staff were asked to submit a short report on how the program was expanded and the results in terms of cost savings

and improvements to staff moral. Other programs include an extensive flextime option for employees to begin the workday anytime prior to 10 am and end the day anytime after 3:30 pm (with supervisor approval). As an example, department staff cited an assistant who has changed her schedule a number of times to ensure her ability to carpool.

DATA COLLECTION:

The entire Department data collection programs are being revamped with a sophisticated automatic system that will allow for obtaining disaggregated data by gender, race, and other attributes, on probationers.

DOMESTIC VIOLENCE:

The Adult Probation has been working extensively with the San Francisco Department on the Status of Women to implement the recommendations from the DOSW's *Justice and Courage* Report. The work in this area is outlined in a report to COSW and the Mayor in November 2002. Of particular concern to the Task Force was the fact that the average number of cases per probation officer (109) was over double the initially envisioned caseload. The Chief Adult Probation Officer, despite pressures to cut their Department budget, remains committed to maintaining all programs for domestic violence and to make this area is a priority for the Department.

LANGUAGE ACCESS:

Department staff reported that employees with bilingual language ability are now compensated for this skill. Available languages now include Spanish, Chinese, Filipino, and Russian. Forms have been translated for these languages. Approximately 5% of the staff is bilingual.

GENDER SPECIFIC SERVICES:

The Department's Power and Network Programs that serve women with case management and drug abuse services continue to be model programs. All programs, however, are being threatened by the 3-9 percent budget cuts required by the Mayor's Office.

SAN FRANCISCO JUVENILE PROBATION DEPARTMENT

Staff of DOSW met with the San Francisco Juvenile Probation Department staff and were given a report from the Juvenile Probation Department on their Girls Services Unit, Programs and Services for Young Women and Girls. The report highlights the expansion of girls services from 1997 when only one mentoring program in Juvenile Hall for girls existed, to presently over eight girls' service programs, a girls' service coordinator, two case managers specifically for girls, and two probation offices who focus on female caseloads, training for all staff on issues facing young women and girls, and funding in 2001-2002 totaling $769,000 (this does not reflect General Fund money and other resources that serve girls but are not gender specific).

SCHEDULE DISCUSSION/ACTION ITEM

ACTION ITEM: Schedule of CEDAW Task Force meetings for 2003.

Ken Theisen moved, Maria Guillen seconded, the Task Force unanimously approved the following meeting times for 2003. February 26, April 23 and June 25th, 2003 at 2 p.m.- 4 p.m.

CEDAW TRANSITION ISSUES DISCUSSION/ACTION ITEM

Revisions to CEDAW Ordinance

CEDAW Action Plan

The Task Force is due to sunset Dec. 31, 2002. However, legislation has been submitted by Supervisor Maxwell extending the time until June 30, 2003. Deputy Attorney Amy Ackerman is drafting a memo with some questions regarding the new CEDAW legislation, which will need to be resolved before moving forward with a revised ordinance that incorporates the Five-Year Action Plan. The group tentatively set Dec. 4 at 9:30 to meet and discuss the action plan and ordinance. DOSW is in the process of replacing policy analyst Rebecca Rolfe who was staffing this committee.

WORKING GROUP UPDATES

The Work/Life Working Group reported that the State of California Family Leave law has been enacted providing for partially paid benefits to any employee who qualifies through the State disability fund. In addition, Supervisor Daly's Parental Leave Charter Amendment a passed, which provides for 12 weeks of full-pay for city workers who become parents or guardians of a new child. These are both remarkable and unique new laws that are models for the rest of the country.

PUBLIC AWARENESS

There were no announcements of Upcoming Public Awareness Events.

UNITED STATES RATIFICATION OF CEDAW

UPDATE ON STATUS OF UNITED STATES RATIFICATION OF CEDAW. Given the recent November 2002 election there is no expectation that ratification will move forward.

ANNOUNCEMENTS

None.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

CEDAW ACTION PLAN

(Approved February 1, 2003 by Commission on the Status of Women)

CEDAW VISION

The local implementation of the United Nations Convention to Eliminate All Forms of Discrimination Against Women (CEDAW) will result in women and girls fully exercising their human rights including an adequate standard of living, education, bodily integrity and health; while acknowledging the multiple identities of women and girls including race, ethnicity, socio-economic status, sexuality, nationality, age, family status and immigration status.

Full implementation of CEDAW would ensure dignity and respect for women and girls in both public and private spaces; and end systemic forms of discrimination and violence towards women and girls in the United States.

This strategic plan is intended to provide a roadmap for moving expeditiously towards the implementation of CEDAW in the City and County of San Francisco. The overall vision is that, ultimately,

- All aspects of public and private sector will fully integrated CEDAW into their systems and structures; and
- Everything that happens to San Francisco women and girls will be interpreted and acted upon using the CEDAW conceptual framework, analysis and language.

FIVE YEAR ACTION PLAN

CEDAW principles are capitalized and bolded in Roman Numbers. Goals are lettered; priority goals and strategies are in bold. Strategies are numbered.

I. IMPLEMENTATION OF WOMEN AND GIRL's HUMAN RIGHTS (CEDAW GENERAL PRINCIPLE)

A. Integrate the CEDAW analysis and framework into all of the Commission and Department on the Status of Women's work.

1. **Train all staff and Commissioners about CEDAW so that they are able to utilize the framework in all of their work.**
2. Conduct a gender analysis of the DOSW and report the findings to all staff and Commissioners.

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B. Increase the number of women in decision-making roles and positions of authority.
   1. Regularly report on the number of women serving on city Commissions.
   2. Increase the number of women appointed to Commissions and promote the importance of Commissioners reflecting the diversity of San Francisco.
   3. Educate all San Francisco Commissioners on CEDAW principles and the local ordinance.

C. Review federal, state, and local laws and public policies to identify systemic and structural discrimination against women and girls.
   1. Identify three specific areas of the law where laws and/or policies interpreting the law result in systemic discrimination of women or girls.
   2. **Work with local, state or national advocacy organizations to recommend changes in the law that would effectively end the discrimination or prevent discriminatory laws from being created (such as Ward Connelly's Privacy Referendum).**
   3. To identify policy and program best practices that could be implemented in San Francisco which would result in eliminating the systemic discrimination against women and girls, or minimizing the impact of national or state laws that are discriminatory.

D. Integrate gender into every city department to achieve full equality for men and women through the city-wide budgeting process.
   1. **Develop a simplified gender analysis process that works for all areas of and including organizational/department budget, programs and services, and employment practices. The gender analysis process should allow for analysis by gender as well as by race/ethnicity, age and other identities.**
   2. Integrate gender analysis into annual planning, **budgeting**, and evaluation processes for San Francisco city departments.
   3. Ensure that all city departments are trained to utilize the gender analysis to ensure that women and men achieve full equality in the department's services, programs and employment.
   4. Promote awareness that women's rights are human rights by educating staff from city departments about the relevance and benefits of CEDAW.

E. Increase the public awareness of CEDAW principles and the local CEDAW Ordinance in the San Francisco communities.
   1. **Develop CEDAW expertise within local strategic partners including advocacy, civil rights, and community-based organizations.**
   2. Increase the understanding of CEDAW principles and the local CEDAW Ordinance through conducting local forums, trainings, and workshops.

II. RIGHT TO AN ADEQUATE STANDARD OF LIVING

F. Increase the opportunities for non-traditional and higher-paid employment for women.
   1. Increase the number of women employed by the City and County of San Francisco who are working in higher paid non-traditional jobs/classifications.

While doing so, ensure representation of women of color equal to the population statistics.

2. Review city recruitment polices and recommend practices that would result in increasing the diversity of the city's employment pool.
3. Increase the number of women transitioning from welfare programs who are employed in non-traditional jobs earning wages that meet the Self Sufficiency Standard for San Francisco.
4. Develop mentoring/training programs within job related groups to support women entering the field and achieving success.

G. Develop and expand work/life policies that impact on women at all levels; ensure their availability to all women employees.

1. Assess the current understanding of city employees regarding work/life options currently available, and determine priorities for city work/life policies.
2. Increase the knowledge and awareness of San Francisco City and County employees regarding available work/life options.
3. Increase the knowledge and awareness of the private sector regarding the benefits of work/life policies, focusing on small business and non-profit organizations.

H. Increase women's access to financial resources, including bank accounts, loans, mortgages, and other forms of financial services.

1. Identify patterns of discrimination against women consumers by financial service providers, including banking, loans, and other financial services.
2. Increase the financial services and resources available to self employed women and/or women owned businesses.
3. Increase the financial competency levels of women and girls, focusing on low-income communities.

III. RIGHT TO BODILY INTEGRITY, WHICH INCLUDES MENTAL, PHYSICAL, AND SEXUAL SAFETY WELL-BEING

I. Increase civil and criminal justice, social service and other intervention strategies and make them more accessible to women and girls who experience violence.

J. Increase the viable, accessible options for preventing violence against women and girls.

K. Monitor and evaluate the effectiveness and accessibility of the service delivery system (both governmental and nonprofit agencies) for both the prevention of violence and intervention services.

1. **Implement the recommendations of the Justice & Courage Report.**
2. Train managers from the agencies funded by the DOSW about CEDAW. Work with these agencies to incorporate the CEDAW analysis and framework in their work.

IV. RIGHT TO ACCESS ADEQUATE HEALTH CARE, INCLUDING RESOURCES ADEQUATE TO ENSURE MENTAL AND PHYSICAL WELL-BEING, NOT JUST ABSENCE OF DISEASE

L. **Increase access to health care and wellness information to all women and girls, regardless of insurance, family status, economic status, or immigration status.**

M. **Monitor and evaluate the health care systems (including governmental, private for profit and nonprofit agencies) to ensure they are comprehensive and accessible.**

N. **Increase the knowledge and visibility about the impact of the environment on the health and well being of women and girls.**

V. HUMAN RIGHTS OF GIRLS TO EDUCATION AND SOCIAL SERVICES

O. Ensure that equitable conditions for career and vocational guidance, for access to educational institutions of all categories; evaluate factors impacting the full participation of girls and young women in school based academic and extracurricular programs focusing on activities that encourage skills development in science, math, technology, vocational training in skilled labor and other forms of transferable skills.

P. Ensure access to specific educational information to help to ensure the health and well-being of girls and their families, including information and advice on family planning.

Q. Ensure that girls enjoy the equitable opportunities to participate actively in sports and physical education.

R. Ensure nondiscriminatory application of human, social, and justice system services to all girls.

CEDAW Committee

Existing CEDAW Task Force will sunset June 30, 2003. A new CEDAW Committee will be formed as a subcommittee to the Commission on the Status of Women (COSW). CEDAW Committee chair will be a commissioner and committee would report to COSW. Members would all be appointed by the COSW with nominations from current CEDAW Task Force Members. COSW will report to Mayor and Board of Supervisors on the work of the CEDAW Committee.

Role of CEDAW Committee:

- Provide a consistent focus on City and County of San Francisco implementation of local CEDAW Ordinance, ensuring that implementation reflects human rights principles.
- Evaluate the implementation of the strategies and priority areas established in the CEDAW Five Year Action Plan.

- Advocate for the resources necessary to fully implement the local CEDAW Ordinance and to successfully meet the goals established in the Five Year Action Plan.
- Actively support the Commission and Department on the Status of Women in fully integrating CEDAW into their mission, priorities and work.
- Provide connections between local CEDAW work and state, national and international work on CEDAW.

Membership:

- The Committee will have seven voting members and three non-voting "ex-officio" members.
- Committee members will be expected to have a commitment to the values and principles of CEDAW, and knowledge and experience in one or more of the following areas: human rights issues, education, employment/economics, violence against women, or health. Committee members will represent the public stakeholders, ensuring that implementation of the local CEDAW Ordinance positively impacts the lives of San Francisco women and girls.
- The seven voting members will include the President of the Commission on the Status or his/her designee and six at-large members.
- The six at-large members will be nominated by the CEDAW Task Force and appointed by COSW as follows: two members representing Mayor, two members representing President of the Board of Supervisors, and two members representing the Commission on the Status of Women.
- In addition to the seven voting members, there will be three non-voting ex-officio members. These members will not be included as committee members for the purposes of establishing quorum or voting. These members will include: the Mayor or his/her designee, the President of the Board of Supervisors or his/her designee, and the Executive Director of the Department on the Status of Women or his/her designee.

Current CEDAW Ordinance extended to June 30, 2003.....

12.K.4 (c) Five-year Citywide Action Plan. Provided sufficient funds are available, the Commission and the CEDAW Task Force shall jointly develop a five-year Citywide Action Plan. The Citywide Action Plan shall address how to integrate human rights principles into the City's operations, how to further implement the local principles of CEDAW as described in Section 12K.3, any and all deficiencies found in the gender analyses and the measures recommended to correct those deficiencies. The Commission and the CEDAW Task Force shall present the Action Plan to the Mayor and the Board of Supervisors on or before December 30, 2002. The Board of Supervisors Committee responsible for considering the City's budget shall hold a hearing to receive the Citywide Action Plan and public comment thereon. The Commission shall monitor the implementation of the Citywide Action Plan.

FILE NO. 030530 RESOLUTION NO.

[CEDAW Gender Analysis.]

Resolution urging City Departments to consider a CEDAW gender analysis prior to proposing departmental budget and/or staff cuts.

WHEREAS, A human rights framework promotes the dignity of all people and gender analysis within a human rights framework ensures the equity between women and men in the cultural, economic, social, civil, and political arenas; and,

WHEREAS, Approximately 50 percent of the current population of the City of San Francisco are women and girls, whereby displaying that a gender analysis is necessary when considering budgetary and service cuts to ensure a gender equitable distribution of resources, employment and the provision of services; and,

WHEREAS, Gender analysis is intended to result in budgetary allocations for women and men based on the different impact of services and employment practices; and,

WHEREAS, A five step process for gender analysis, proposed by the San Francisco Commission and Department on the Status of Women, should be utilized as a guideline for city departments to implement while deliberating budgetary recommendations; and,

WHEREAS, The first step in conducting gender analysis includes the collection of data, which includes quantitative and qualitative data analysis; and,

WHEREAS, Quantitative data consists of statistics on employment and services to the public, aggregated by gender, race and other identities, and,

WHEREAS, Other identities include but are not limited to those areas of prohibited discriminatory members of classes as outlined in Article 33 of the San Francisco Administrative Code, Section 3303; and,

WHEREAS, Qualitative data includes descriptive information through focus groups with employees and members of the public, and interviews with department staff; and,

WHEREAS, The second step is to analyze the data collected from step one and is designed to help departments understand how gender and other identities that intersect are impacted in day-to-day operations along with its impact on the department's employees and the communities it serves; and,

WHEREAS, The third step is formulating specific recommendations to prevent discrimination based on gender and other identities in the City's practices and policies. The data that is collected and analyzed from step one and two is given to the Commission and Department on the Status of Women and the Convention on the Elimination of All Forms of Discrimination Against Women ("CEDAW") Task Force for review and analysis so that recommendations can be made for implementing the principles of CEDAW in each department; and,

WHEREAS, The fourth step is implementing the recommendations through an Action Plan. The Action Plan addresses any and all deficiencies found in the gender analyses and how to correct those deficiencies; and,

WHEREAS, The fifth step is monitoring the Action Plan and CEDAW Implementation; and,

WHEREAS, The city departments of the San Francisco City and County have already submitted their proposed budgets for Fiscal Year 03-04, including proposed budget cuts of ten percent; now, therefore, be it

RESOLVED, That the Board of Supervisors of the City of San Francisco does hereby urge all city departments, to the extent possible, to quantify the impact of the proposed ten percent Fiscal Year 03-04 budget cuts on employment and services to the public, aggregated by gender, race and other identities. This information is to be provided to the Board of

Supervisors and the Commission and Department on the Status of Women beginning May 1, 2003.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, February 26, 2003
2:00 p.m. - 4:00 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements, or for accessibility information, contact the Department on the Status of Women at 415-252-2570 (Voice) or 415-252-2550 (TTD).

The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001.

The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices.

AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA DISCUSSION/ACTION ITEM

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102

(415) 252-2570 tel
(415) 252-2575 fax

cosw@ci.sf.ca.us
www.ci.sf.ca.us/cosw

Action: Approve agenda for February 26, 2003 CEDAW Task Force Meeting.

ADOPTION OF MINUTES DISCUSSION/ACTION ITEM

Action: Approve minutes of November 20, 2002 CEDAW Task Force meeting.

CEDAW ACTION PLAN DISCUSSION/ACTION ITEM

DISCUSSION/ACTION ITEM: The SF Commission on the Status of Women approved the enclosed CEDAW action plan February 1, 2003. Discussion and action to further development, implement and publicize the plan including presentation to Mayor and Board of Supervisors. Discussion of CEDAW Ordinance and transition plan.

GENDER ANALYSIS REVISIONS DISCUSSION/ACTION ITEM

DISCUSSION/ACTION ITEM: A priority for 2003-2004 is to revise the guidelines with particular attention to City and County of San Francisco budget analysis. Discuss/brainstorm process, issues and protocols.

PUBLIC AWARENESS DISCUSSION ITEM

Discussion of work with a civil liberties group on Racial Privacy Initiative and other public awareness efforts.

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Update on status of United States ratification of CEDAW

ANNOUNCEMENTS DISCUSSION ITEM

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the peoples business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance, or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at Phone: (415) 554-7724, Fax: (415) 554-5163 E-mail: Donna_Hall@ci.sf.ca.us

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Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Admin Code 16.520 - 16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street #701, San Francisco, CA 94102, telephone (415) 554-9510, fax (415) 703-0121 and web site http://www.ci.sf.ca.us/ethics.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

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04-18-03 10:10

City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, April 23, 2003
2:00 p.m. - 4:00 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements, or for accessibility information, contact the Department on the Status of Women at 415-252-2570 (Voice) or 415-252-2550 (TTD).

AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA DISCUSSION/ACTION ITEM

Action Item: Approve agenda for February 26, 2003 CEDAW Task Force meeting.

ADOPTION OF MINUTES DISCUSSION/ACTION ITEM

Action Item: Approve minutes of November 20, 2002 CEDAW Task Force meeting.

Van Ness Avenue, Suite 130
San Francisco, CA 94102
(415) 252-2570 tel
(415) 252-2575 fax
cosw@ci.sf.ca.us

BOARD OF SUPERVISORS GENDER ANALSIS RESOLUTION ACTION ITEM

Action Item: Support the BOS Gender Analysis Budget Cuts resolution. Discuss plans for implementation.

CEDAW ACTION PLAN DISCUSSION/ACTION ITEM

Discussion/Action Item: The SF Commission on the Status of Women approved the enclosed CEDAW action plan February 1, 2003.

Discussion/Action Item: To further develop, implement and publicize the plan including presentation to Mayor and Board of Supervisors.

Discussion Item: Implementation of Commission on the Status of Women's CEDAW Committee and member selection.

GENDER ANALYSIS REVISIONS DISCUSSION/ACTION ITEM

Discussion/Action Item: A priority for 2003-2004 is to revise the guidelines with particular attention to City and County of San Francisco budget analysis. Discuss/brainstorm process, issues and protocols.

PUBLIC AWARENESS DISCUSSION ITEM

Discussion Item: Discussion of findings of Girls Report.

Discussion Item: Discuss analysis and investigate of potential impacts of Racial Privacy Initiative effect on implementation of CEDAW in San Francisco.

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Discussion Item: Update on status of United States ratification of CEDAW

ANNOUNCEMENTS DISCUSSION ITEM

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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Ordinance, contact the Sunshine Ordinance Task Force at Phone: (415) 554-7724, Fax: (415) 554-5163 E-mail: Donna_Hall@ci.sf.ca.us

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Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

CEDAW TASK FORCE

F
85-21
#2
1/23/03

CITY AND COUNTY OF SAN FRANCISCO TASK FORCE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Minutes for April 23, 2003 meeting

CALL TO ORDER / ROLL CALL

Emily Murase, Chair, called the meeting to order.

TASK FORCE MEMBERS Present

Emily Murase, Chair, Commission on the Status of Women
Krishanti Dharmaraj, WILD for Human Rights (by phone)
Maria Guillen, Local 790
Ken Theisen, Bay Area Legal Aid
Carmen Herrera, Human rights Commission
Cosette Thompson, Amnesty International
Sonia Melara
Angela Calvillo, Supervisor Ammiano Office

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DOSW Staff Attending

Ann Lehman

Members of the Public

Intern, WILD for Human Rights

ADOPTION OF AGENDA & MINUTES

Ken Theisen moved, Maria Guillen seconded, the Task Force unanimously approved the agenda for the April 23, 2003 Task Force meeting.

Maria Guillen moved, Ken Theisen seconded, and the Task Force unanimously approved the minutes from the November 20, 2002 Task Force meeting.

BOARD OF SUPERVISORS GENDER ANAYLSIS RESOLUTION ACTION ITEM

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102

(415) 252-2570 tel
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cosw@ci.sf.ca.us
www.ci.sf.ca.us/cosw

Action Item: Support the Board Of Supervisors' Gender Analysis Budget Cuts Resolution and CEDAW Task Force memo, as revised, to be sent to all departments, requesting cooperation with the data collection and giving the San Francisco Department on the Status of Women's own gender analysis of their service cuts as an example. *Ken Theisen moved, Cosette Thompson seconded, the Task Force unanimously approved support for the resolution and memo.*

CEDAW ACTION PLAN DISCUSSION/ACTION ITEM

Discussion/Action Item: The SF Commission on the Status of Women approved the CEDAW five-year action plan February 1, 2003. A lengthy discussion regarding the value of having a CEDAW Committee, as approved by the SF Commission on the Status of Women (COSW), be a subcommittee of the COSW and the resources to staff the committee with a focus on implementation versus the value of having an independent CEDAW Committee with a focus on monitoring the implementation but would need enabling legislation and potential face a staffing resource issue. *Sonia Melara moved, Cosette Thompson seconded, the Task Force unanimously approved the CEDAW Five-Year Action Plan without the provisions for a CEDAW Committee.*

Discussion Item: Implementation of Commission on the Status of Women's CEDAW Committee and member selection. *The Task Force unanimously approved a new meeting date on May 28, 2003 at 3:00pm to further discuss CEDAW Committee.*

GENDER ANALYSIS REVISIONS DISCUSSION/ACTION ITEM

Discussion/Action Item: A priority for 2003-2004 is to revise the guidelines with particular attention to City and County of San Francisco budget analysis. Staff reported the SF Department on the Status of Women has been meeting with representatives of the SF Controller's Office on this topic and that the next scheduled meeting was set for May April 29, 2003 at Noon at SF DOSW. Task Force members were encouraged to participate.

PUBLIC AWARENESS DISCUSSION ITEM

Discussion Item: Discussion of findings of Girls Report. Highlights were briefly reviewed, in particular the demographic data regarding a very diverse girl population, the issue of disporportionality in the areas of social services, income programs, and the juvenile justice area, and SF girls concerns with their body image and many were needlessly on weight management programs. A full release is schedule for May 8th, 10 am at the Women's Building and the report can be seen in full at www.sfgov.org/dosw.

Discussion Item: Discuss analysis and investigate of potential impacts of Racial Privacy Initiative, officially know as the CRENO initiative (Classification by Race, Ethnicity and National Origin, affect on implementation of CEDAW in San Francisco. SF City employees, as well as, member of the Task Force were informed that California law forbids taking a position on an initiative. The SF Human Rights Commission did an analysis of the potential impacts of this initiative. It is currently scheduled for the March 2004 but this could be sooner if an earlier election (i.e., as a result of a recall of Governor Davis) were to be put into effect on the November 2003 ballot.

UNITED STATES RATIFICATION OF CEDAW DISCUSSION ITEM

Discussion Item: Update on the status of United States ratification of CEDAW. Syria recently adopted CEDAW and there are now officially 172 countries (but not the U.S.) that have adopted this treaty. The Working Group on Ratification of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women group is asking for other groups to sign on to a letter to President Bush, to be sent on Mother's Day, May 11, 2003, calling for the U.S. to Support the Treaty for the Rights of Women (CEDAW).

ANNOUNCEMENTS DISCUSSION ITEM

Krishanti Dharmaraj, WILD for Human Rights reported that she is working with representatives from both Thailand and/or South Africa to come in late fall to train advocates on doing a human rights budget gender analysis.

ADJOURN

The meeting was adjourned.

Department on the Status of Women

City and County of San Francisco
Belle Taylor-McGhee, Executive Director

Mayor Willie L. Brown, Jr.

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City and County of San Francisco

CEDAW Task Force Meeting
Wednesday, June 25, 2003
2:00 p.m. - 5:00 p.m.
Room 278 (Board of Supervisors Conference Room)
CITY HALL (#1 Dr. Carlton B. Goodlett Place)

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements, or for accessibility information, contact the Department on the Status of Women at 415-252-2570 (Voice) or 415-252-2550 (TTD).

AGENDA

Public Comment will be heard during each agenda item.

CALL TO ORDER/ROLL CALL

ADOPTION OF AGENDA ACTION ITEM

Action Item: Approve agenda for June 25, 2003 CEDAW Task Force meeting.

ADOPTION OF MINUTES ACTION ITEM

Action Item: Approve minutes of April 23, 2002 CEDAW Task Force meeting.

CEDAW ACTION PLAN DISCUSSION/ACTION ITEM

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102

(415) 252-2570 tel
(415) 252-2575 fax

cosw@ci.sf.ca.us
www.ci.sf.ca.us/cosw

Discussion/Action Item: The SF Commission on the Status of Women approved the CEDAW action plan February 1, 2003. The plan was adopted except for the CEDAW Committee structure. To vote for CEDAW Committee as a subcommittee of SF COSW, as outlined in approved action plan, or for an independent CEDAW Committee, which would need implementation legislation.

Discussion Item: Implementation of CEDAW Committee and member selection. What next?

Discussion/Action Item: To further develop, implement and publicize the plan including presentation to Mayor and Board of Supervisors.

GENDER ANALYSIS REVISIONS DISCUSSION/ACTION ITEM

Discussion/Action Item: BOARD OF SUPERVISORS GENDER ANALYSIS RESOLUTION summary of responses. Discuss follow up.

Discussion/Action Item: A priority for 2003-2004 is to revise the guidelines with particular attention to City and County of San Francisco budget analysis. Discuss process, review guidelines and protocols, as time allows.

PUBLIC AWARENESS DISCUSSION ITEM

Discussion Item: Report on response to release of SF Girls Report.

Discussion Item: Celebration for CEDAW Task Force members.

ANNOUNCEMENTS DISCUSSION ITEM

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco
25 Van Ness Avenue, Suite 130, San Francisco, CA 94102
Tel: 415-252-2570 Fax 415-252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE

UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

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Wednesday, September 29th, 2004
2:30 p.m. – 4:30 p.m.
City Hall, Room 278
Board of Supervisors Conference Room
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

AGENDA

Public Comment will be heard after each agenda item.

I. CALL TO ORDER / ROLL CALL **ACTION**

II. ADOPTION OF AGENDA **ACTION**

A. Action: Approve agenda for September 29th, 2004 CEDAW Committee Meeting.

III. ADOPTION OF MINUTES **ACTION**

A. No minutes to approve.

IV. NEW BUSINESS **DISCUSSION/ACTION**

A. Introduction and Roster of CEDAW Committee Members
B. Five-Year Action Plan
C. City Wide CEDAW Training
D. Gender Parity Report
E. Team Up for Youth Grant
F. Meeting Dates for 2004-2005

V. OLD BUSINESS

VI. ANNOUNCEMENTS DISCUSSION

VII. ADJOURNMENT ACTION

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Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone:
415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

Know Your Rights under the Sunshine Ordinance
(Chapter 67 of the San Francisco Administrative Code)

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Attention: Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (SF Campaign & Governmental Conduct Code § 2.100 – 2.160) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Ave., Suite 3900, San Francisco, CA 94102; phone: 415-581-2300, fax: 415-581-2317 and web site http://www.sfgov.org/ethics.

Lobbyist Registration and Reporting Requirements

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance [SF Campaign & Governmental Conduct Code § 2.100] to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102; telephone (415) 581-2300; fax (415) 581-2317; web site: http://www.sfgov.org/ethics.

Meeting Information

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CEDAW

Year: 2004 go

Commission on the Status of Women
City and County of San Francisco
25 Van Ness Avenue, Suite 130
San Francisco, CA 94102
Tel: 415-252-2570 Fax 415-252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE
UNITED NATIONS Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

Wednesday, December 1st, 2004

2:00 p.m. – 4:00 p.m.
City Hall, Room 278
Board of Supervisors Conference Room
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

MINUTES

CALL TO ORDER / ROLL CALL

Chair Angela Williams called the meeting to order. Committee members introduced themselves.

Committee Members Present:

Angela Williams, Chair, Commission on the Status of Women
Marian Chatfield-Taylor, Friends of the Public Library
Maria Cora, Office of Women's Health, Department of Public Health
Carmen Herrera, Human Rights Commission
Emily Murase, Department on the Status of Women

Committee Members Not Present:
Maria Guillen, SEIU 790

Representative Agencies Present:
Amy Ackerman, City Attorney's Office

Staff Present:
Carol Sacco, Department on the Status of Women

ADOPTION OF AGENDA
The agenda was approved for the December 1st, 2004 CEDAW Committee Meeting.

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ADOPTION OF MINUTES
The minutes were approved from the September 29th, 2004 CEDAW Committee Meeting.

NEW BUSINESS
Committee member Maria Cora presented the Women's Health Plan of the Department of Public Health (DPH).

Resignation of Sharon Frederickson, Office of the Controller
Emily Murase and Amy Ackerman will discuss the possibility of a representative from the Controller's Office to join the CEDAW Committee.

Citywide CEDAW Training: Update on SF Stat
Heidi Sieck, of the Mayor's Office will present on SF Stat at our next committee meeting.

Update on Team-Up for Youth Grant
The Department on the Status of Women, working with the Recreation and Park Department, the Department of Children, Youth and their Families, and the Mayor's Office of Community Development has a draft proposal for the Team-Up for Youth Grant.

CEDAW Public Events
Take Our Daughters and Sons to Work Day – Thursday, April 28, 2005 Committee members discussed Take Our Daughters and Sons to Work Day and agreed that it is important to highlight. Please forward any suggestions to Carol Sacco.

Meeting Dates for 2005
Committee members discussed the importance of meeting frequently and decided to meet at least nine (9) times during the calendar year. A revised meeting schedule will be provided at the next committee meeting.

OLD BUSINESS
There was no old business to discuss.

ANNOUNCEMENTS **DISCUSSION**
California Women's Agenda (CAWA) and the California Commission on the Status of Women present: A Call to Action: Moving the Agenda For California Women 2005 – and Beijing+10 – Friday, December 3, 2004, 5:30-8:00PM and Saturday, December 4, 2004, 8:30AM-8:30PM
At the:
SBC Media Center
370 Third Avenue
San Francisco, CA

ADJOURNMENT **ACTION**
The meeting was adjourned at 4:00 p.m.

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CEDAW

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Commission on the Status of Women
City and County of San Francisco
25 Van Ness Avenue, Suite 130, San Francisco, CA 94102
Tel: 415-252-2570 Fax 415-252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE

UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Wednesday, February 23, 2005
2:00 p.m. - 4:00 p.m.

NOTE: CHANGE OF VENUE
City Hall, Room 034
Basement Level
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

AGENDA

Public Comment will be heard after each agenda item.

1. CALL TO ORDER / ROLL CALL — ACTION
2. ADOPTION OF AGENDA — ACTION
   A. February 23rd, 2005 CEDAW Committee Meeting.
3. ADOPTION OF MINUTES — ACTION
   A. Approve minutes from December 1st, 2004 CEDAW Committee Meeting.
4. NEW BUSINESS — DISCUSSION/ACTION
   A. Presentation on SF Stat by Heidi Sieck, Mayor's Office
   B. Mayor's Mid-Year Layoffs
   C. United Nations Commission on the Status of Women Meeting, New York, February 28, 2005 - March 11, 2005
5. OLD BUSINESS
   A. Health Report Follow-up based on Budget Cuts to the Department of Public Health
   B. Update on Team-Up for Youth Grant
   C. CEDAW Public Events
   D. Committee Membership
   E. Meeting Dates for 2005 (See updated 2005 Calendar)
6. ANNOUNCEMENTS — DISCUSSION
7. ADJOURNMENT — ACTION

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CEDAW

Year: 2005 go

Commission on the Status of Women
City and County of San Francisco
25 Van Ness Avenue, Suite 130
San Francisco, CA 94102
Tel: 415 252-2570 Fax 415 252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE
UNITED NATIONS
Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)

Wednesday, April 27th, 2005
3:00 p.m. – 4:30 p.m.
City Hall, Room 034
Basement Level
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

AGENDA

Public Comment will be heard after each agenda item.

CALL TO ORDER / ROLL CALL **ACTION**

ADOPTION OF AGENDA **ACTION**

Action: To approve the agenda for April 27th, 2005 CEDAW Committee Meeting.

ADOPTION OF MINUTES **ACTION**

Action: To approve the minutes from February 23rd, 2005 CEDAW Committee Meeting.

OLD BUSINESS **DISCUSSION/ACTION**

Presentation on the United Nations Commission on the Status of Women Meetings, New York, February 28th, 2005 – March 11th, 2005

Update on Team-Up for Youth Grant

CEDAW Public Events

1. Take Our Daughters and Sons to Work Day – April 28th, 2005

Committee Membership

NEW BUSINESS **DISCUSSION/ACTION**

San Francisco Recreation and Park Department

Timeline for Training City Departments on Gender Analysis

Appointment of Acting Director of Building Inspection Department

Report on City-Wide Sexual Harassment Training

ANNOUNCEMENTS **DISCUSSION**

Mayors for Peace

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ADJOURNMENT ACTION

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Meeting Information

CEDAW COMMITTEE

UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Wednesday, July 27th, 2005
3:00 p.m. – 4:30 p.m.
City Hall, Room 034
Basement Level
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.

Estimated Meeting Time: 60 minutes

CALL TO ORDER / ROLL CALL **ACTION** 1 min.

ADOPTION OF AGENDA **ACTION** 1 min.

Action: To approve the agenda for the July 27th, 2005 CEDAW Committee Meeting.

ADOPTION OF MINUTES **ACTION** 2 min.

Action: To approve the minutes from the February 23rd, 2005 CEDAW Committee Meeting.

Action: To approve the minutes from the March 23rd, 2005 CEDAW Committee Meeting.

OLD BUSINESS **DISCUSSION/ACTION**

Committee Membership - Update 5 min.

1. Introduction of Philip Ginsburg, Director of the Department of Human Resources
2. Welcome of CEDAW Intern Julie Gamble, Senior at Northwestern University
3. Letters of Invitation
   a. Edward Harrington, Controller, Office of the Controller
   b. Aaron Peskin, President, Board of Supervisors

Update on Gender Parity Report 5 min.

Update on Team-Up For Youth 5 min.

1. Girls Sports Network
2. Fall Kick-off Event

NEW BUSINESS **DISCUSSION/ACTION**

1. Presentation on Department of Human Resources Civil Service Reform 15 min.

Discussion on CEDAW Committee Report Card 15 min.

Women's International League of Peace and Freedom National Congress
Friday, August 12th, 2005 – Saturday, August 13, 2005 5 min

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San Francisco State University
1600 Holloway Avenue
Seven Hills Conference Center
State Drive at Lake Merced Blvd
San Francisco, CA

ANNOUNCEMENTS **DISCUSSION** 5 min.

San Francisco Department on the Status of Women 2005 Social Services Directory for Women

California Women's Agenda (CAWA) Calling the Circle Event
Friday, August 26, 2005 (Women's Equality Day)
6:00 Pm- 9:00 PM (tentative time)
The Women's Building
3543 18th Street at Valencia Street
San Francisco, CA

PUBLIC COMMENT **DISCUSSION**

This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

ADJOURNMENT **ACTION** 1 min.

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COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
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San Francisco, CA 94102
Tel: 415-252-2570 Fax 415-252-2575
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CEDAW COMMITTEE

UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Thursday, August 18th, 2005
9:00 a.m. – 10:30 a.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

PLEASE NOTE CHANGE IN TIME AND LOCATION

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.

Estimated Meeting Time: 50 minutes

CALL TO ORDER / ROLL CALL **ACTION** 1 min.

ADOPTION OF AGENDA **ACTION** 1 min.
ACTION: To adopt the agenda for the August 18th, 2005 CEDAW Committee Meeting.

ADOPTION OF MINUTES **ACTION** 2 min.
ACTION: To approve the minutes from the July 27th, 2005 CEDAW Committee Meeting.

OLD BUSINESS **DISCUSSION/ACTION**

Discussion of CEDAW Report Card 15 min.

Committee Membership – Update 5 min.

1. Resignation of Maria Cora, Office of Women's Health, Dept of Public Health
2. Introduction of Sandra Holmes, Director of Payroll, Office of the Controller
3. Letters of Invitation
   a. Aaron Peskin, President, Board of Supervisors
   b. Tina Tong Yee, Director of Cultural Competence, Dept of Public Health

Report on Women's International League of Peace and Freedom National Congress
Wednesday, August 10th, 2005 – Sunday, August 14th, 2005 5 min.

NEW BUSINESS **DISCUSSION/ACTION**

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Presentation of Draft Analysis Report	10 min.
Sweatshop Free Ordinance	5 min.

PUBLIC COMMENT **DISCUSSION**
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ANNOUNCEMENTS **DISCUSSION** 5 min.

Upcoming Commission on the Status of Women Meetings

California Women's Agenda (CAWA) Calling the Circle Event

Friday, August 26, 2005 (Women's Equality Day)

6:00 PM - 9:00 PM (tentative time)

The Women's Building

3543 18th Street at Valencia Street

San Francisco, CA

ADJOURNMENT **ACTION** 1 min.

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CEDAW

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco
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Tel 415-252-2570 Fax 415-252-2575
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CEDAW COMMITTEE

UNITED NATIONS CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Wednesday, October 26th, 2005
10:00 a.m. – 11:30 a.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.

Estimated Meeting Time: 50 minutes

CALL TO ORDER / ROLL CALL — **ACTION** 1 min.

ADOPTION OF AGENDA — **ACTION** 1 min.

Action: To approve the agenda for the October 26th, 2005 CEDAW Committee Meeting.

ADOPTION OF MINUTES — **ACTION** 2 min.

Action: To approve the minutes from the August 18th, 2005 CEDAW Committee Meeting.

OLD BUSINESS — **DISCUSSION**

Committee Membership - Update — 5 min.

1. Introduction of Colleen Montoya, Board of Supervisors Appointee

Department on the Status of Women Staff – Update — 5 min.

1. Introduction of Ann Lehman and Kim-Shree Maufas, Policy Analysts

NEW BUSINESS — **DISCUSSION**

Persentation of the Sweatshop Free Ordinance — 30 min.

Tomas Lee, Legislative Analyst, Office of Supervisor Tom Ammiano

Valerie Orth, Global Exchange

PUBLIC COMMENT — **DISCUSSION**

This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

ANNOUNCEMENTS — **DISCUSSION** 5 min.

Upcomoing Commission on the Status of Women Meetings

Wednesday, October 26, 2005 at 5:00 p.m.

City Hall, Room 408

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Wednesday, November 16, 2005 at 2:30 p.m.
City Hall, Room 421

Wednesday, December 14, 2005 at 5:00 p.m.
City Hall, Room 034

Upcoming CEDAW Committee Meeting
Wednesday, November 30, 2005 at 10:00 a.m.
City Hall, Room 421

ADJOURNMENT **ACTION** 1 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A.1. The provision is effective as of January 21, 2001 . The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person (s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices. Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax: 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

Know Your Rights under the Sunshine Ordinance

(Chapter 67 of the San Francisco Administrative Code)

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Lobbyist Registration and Reporting Requirements

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Meeting Information

Archive Center >> Department on the Status of Women >> CEDAW >> 2005

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CEDAW

Year: 2005 go

COMMISSION ON THE STATUS OF WOMEN
City and County of San Francisco
25 Van Ness Avenue, Suite 130 , San Francisco , CA 94102
Tel: 415 252-2570 Fax: 415-252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE

UNITED NATIONS CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Wednesday, November 30th, 2005
10:00 a.m. – 11:30 a.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.
Estimated Meeting Time: 85 minutes

CALL TO ORDER / ROLL CALL **ACTION** 1 min.

ADOPTION OF AGENDA **ACTION** 1 min.
Action: To approve the agenda for the November 30th, 2005 CEDAW Committee Meeting.

ADOPTION OF MINUTES **ACTION** 2 min.
Action: To approve the minutes from the October 26th, 2005 CEDAW Committee Meeting.

OLD BUSINESS **DISCUSSION**
Committee Membership - Update 5 min.
1. Introduction of Dr. Tina Tong Yee, Department of Public Health
2. Resignation of Colleen Montoya, Board of Supervisors Appointee

Sweatshop Free Ordinance – Follow-up 5 min.
1. Procurement Advisory Committee

NEW BUSINESS **DISCUSSION/ACTION**
Training on Human Rights and International Law with a focus on CEDAW (Part 1) 45 min

Meeting Schedule for 2006 5 min.
Action: Approve the 2006 CEDAW Committee Meeting Schedule.

Alien Tort Claims Act 5 min
Action: Take a position on protecting the Alien Tort Claims Act of 1789

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and make a recommendation to the Commission on the Status of Women.

PUBLIC COMMENT DISCUSSION
This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

ANNOUNCEMENTS DISCUSSION 5 min.

Upcoming Commission on the Status of Women Meetings

Wednesday, December 14, 2005 at 5:00 p.m.

City Hall, Room 034

Upcoming CEDAW Committee Meeting

Wednesday, January 25th, 2006 at 10:00 a.m.

City Hall, Location to be Determined

ADJOURNMENT ACTION 1 min.

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Meeting Information

CEDAW COMMITTEE

UNITED NATIONS CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Wednesday, January 25th, 2006
10:00 a.m. – 11:30 a.m.
City Hall, Room 034
**** NOTE: CHANGE OF VENUE ****
Basement Level
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.

Estimated Meeting Time: 90 minutes

CALL TO ORDER / ROLL CALL ACTION 1 min.

ADOPTION OF AGENDA ACTION 1 min.

Action: To approve the agenda for the January 25th, 2006 CEDAW Committee Meeting.

APPROVAL OF MINUTES ACTION 2 min.

To approve the minutes from the November 30th, 2005 CEDAW Committee Meeting.

OLD BUSINESS DISCUSSION 5 min.

A. Committee Membership - Update
Introduction of Dr. Tina Tong Yee, Department of Public Health
B. Sweatshop Free Ordinance – Update 5 min.
Procurement Advisory Committee

NEW BUSINESS DISCUSSION

A. Training on Human Rights and CEDAW in San Francisco with a Focus on the Local CEDAW Ordinance 45 min.
B. Review of City Departments that have Undergone Gender Analysis with Recommendations for Progress Updates 10 min.
1. Juvenile Probation Department
2. Department of Public Works
3. Adult Probation Department
4. Art Commission
5. Rent Stabilization Board
6. Department of the Environment
C. Discussion of Gender Analysis of the Departmetn on the Status of Women 5 min.
D. Report on the Ford Foundation and the Women's Foundation of California Conference *Human Rights at Home: Building the Human Rights Movement* 5 min.
E. Possible Change in Meeting Time 5 min.

PUBLIC COMMENT DISCUSSION

This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

ANNOUNCEMENTS DISCUSSION 5 min.

A. Upcoming Commission on the Status of Women Meetings
1. Wednesday, January 25th, 2006 at 5:00 PM.
City Hall, Room 408
2. Wednesday, February 22nd, 2006 at 5:00 PM
City Hall, Room 408

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B. Upcoming CEDAW Committee Meeting
Wednesday, February 22nd, 2006 at 10:00 a.m.
City Hall, Room 421

ADJOURNMENT **ACTION** 1 min.

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Meeting Information

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CEDAW

Year: 2006 go

United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

CEDAW Committee Meeting
Wednesday, January 25, 2006
10:00 a.m. - 11:30 a.m.
San Francisco, CA

The meeting was cancelled due to lack of quorum.

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CEDAW

Year: 2006 go

CEDAW Committee Meeting
Wednesday, February 22nd, 2006
1:00 p.m. – 3:00 p.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco , CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item.

Estimated Meeting Time: 105 minutes

CALL TO ORDER / ROLL CALL **ACTION** 1 min. **ADOPTION OF AGENDA** **ACTION** 1 min.
Action: To approve the agenda for the February 22nd, 2006 CEDAW Committee Meeting.

APPROVAL OF MINUTES **ACTION** 2 min.
To approve the minutes from the November 30th, 2005 CEDAW Committee Meeting.

OLD BUSINESS **DISCUSSION**
Committee Membership - Update 5 min.
Resignation of Amy Ackerman, City Attorney
Sweatshop Free Ordinance – Update 5 min.
Procurement Advisory Committee

NEW BUSINESS **DISCUSSION**
Training on Human Rights and CEDAW in San Francisco with a Focus on the Local CEDAW Ordinance 60 min.

Review of City Departments that have Undergone Gender Analysis with Recommendations for Progress Updates 10 min.

1. Juvenile Probation Department
2. Department of Public Works
3. Adult Probation Department
4. Art Commission
5. Rent Stabilization Board
6. Department of the Environment

Discussion of Gender Analysis of the Department on the Status of Women 5 min.

Report on the Ford Foundation and the Women's Foundation of California Conference *Human Rights at Home: Building the Human Rights Movement* 5 min.

Possible Change in Meeting Time 5 min.

PUBLIC COMMENT **DISCUSSION**
This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

ANNOUNCEMENTS **DISCUSSION** 5 min.
Upcoming Commission on the Status of Women Meetings
Wednesday, February 22nd, 2006 at 5:00 PM.
City Hall, Room 408

Wednesday, March 22nd, 2006 at 5:00 PM
City Hall, Room 408

Upcoming CEDAW Committee Meeting
Wednesday, March 22nd, 2006
Location to be determined

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ADJOURNMENT ACTION 1 min.

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Meeting Information

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CEDAW

Year: 2006 go

United Nations Convention on the Elimination of All Forms
of Discrimination Against Women (CEDAW)

CEDAW Committee Meeting
Wednesday, March 22, 2006
10:00 a.m. - 11:30 a.m.
San Francisco, CA

The meeting was cancelled due to lack of quorum.

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Meeting Information

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CEDAW

Year: 2006 go

COMMISSION ON THE STATUS OF WOMEN

25 Van Ness Avenue, Suite 130
San Francisco, CA 94102
Tel: 415-252-2570
Fax: 415-252-2575
Web: http://www.sfgov.org/cosw
Email: cosw@sfgov.org

CEDAW COMMITTEE
United Nations Convention to Eliminate all forms of Discrimination Against Women (CEDAW)

Thursday, April 13th, 2006
10:00 a.m. – 11:30 a.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

AGENDA

MEETING CANCELLED DUE TO LACK OF QUORUM

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Meeting Information

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CEDAW

Year: 2006 go

United Nations Convention on the Elimination of All Forms
of Discrimination Against Women (CEDAW)

CEDAW Committee Meeting
Thursday, May 11, 2006
10:00 a.m. - 11:00 a.m.
San Francisco, CA

The meeting was cancelled due to lack of quorum.

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CEDAW

Year: 2006 go

CEDAW Committee Meeting

United Nations Convention to Eliminate All forms of Discrimination Against Women (CEDAW)

Thursday, June 8th, 2006
10:00 a.m. - 11:30 a.m.
City Hall, Room 421
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Meeting was cancelled due to lack of quorum.

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Meeting Information

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CEDAW

Year: 2006 go

CEDAW Committee Meeting

Tuesday, July 18th, 2006
10:00 a.m. – 11:30 a.m.
25 Van Ness Avenue, Suite 70
Lower Level
San Francisco, CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item. Individuals have 2 minutes for public comment per issue.

Estimated Meeting Time: 90 minutes

I. CALL TO ORDER / ROLL CALL ACTION 1 min.

II. ADOPTION OF AGENDA ACTION 1 min.
A. Action: To approve the agenda for the July 18th, 2006 CEDAW Committee Meeting.

III. APPROVAL OF MINUTES ACTION 2 min.
A. Action: To approve the minutes from the February 22nd, 2006 CEDAW Committee Meeting.

IV. NEW BUSINESS DISCUSSION 10 min.
A. National Association of Counties 2006 Achievement Award for CEDAW Gender Analysis
B. Membership Update 10 min.
1. Resignation of Carmen Herrera
2. Appointment of Angela Williams to the Sweatfree Procurement Advisory Committee

V. OLD BUSINESS DISCUSSION
A. Gender Analysis for the Department on the Status of Women 30 min.
B. Gender Analysis Update 30 min.
1. Department of Public Works
2. Department of the Environment

VI. PUBLIC COMMENT DISCUSSION
This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

VII. ANNOUNCEMENTS DISCUSSION 5 min.
A. Upcoming Commission on the Status of Women Meetings
1. Friday, July 28th, 2006 at 9:00 AM
Annual Strategic Planning Retreat
Richmond Police Station – Community Room
461 6th Avenue at Geary Blvd
2. Wednesday, August 16th, 2006 at 5:00 PM
City Hall, Room 408

B. Upcoming CEDAW Committee Meetings
1. Thursday, September 14th, 2006 at 10:00 AM
Location to be determined.
2. Thursday, October 12th, 2006 at 10:00 AM
Location to be determined.
3. Thursday, November 9th, 2006 at 10:00 AM
Location to be determined.

VIII. ADJOURNMENT ACTION 1 min.

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Meeting Information

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CEDAW

Year: 2006 go

CEDAW Committee Meeting
Thursday, September 14, 2006
10:00 AM - 11:30 AM
25 Van Ness Avenue, Suite 330A
Third Floor
San Francisco, CA

AGENDA

Public Comment will be heard before, during, and/or after each agenda item. Individuals have 2 minutes for public comment per issue.

Estimated Meeting Time: 90 minutes

I. CALL TO ORDER / ROLL CALL ACTION 2 min.

II. ADOPTION OF AGENDA ACTION 2 min.
A. Action: To approve the agenda for the September 14th, 2006 CEDAW Committee Meeting.

III. APPROVAL OF MINUTES ACTION 10 min.
A. Action: To approve the minutes from the July 18th, 2006 CEDAW Committee Meeting, including the CEDAW Committee's comments and request for additional information from the Department of the Environment.

IV. OLD BUSINESS DISCUSSION
A. Gender Analysis Update
1. Department of Public Works 45 min.
2. Department on the Status of Women 5 min.

V. NEW BUSINESS DISCUSSION
A. Gender Analysis Guidelines – To set a future meeting date for Review and Revision 10 min.
B. Commission Legislative Update 10 min.

VI. PUBLIC COMMENT DISCUSSION
This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

VII. ANNOUNCEMENTS DISCUSSION 5 min.
A. TwelveTen article on San Francisco CEDAW Gender Analysis

B. Upcoming Commission on the Status of Women Meetings
1. Wednesday, September 27, 2006 at 5:00 PM
City Hall, Room 408

2. Wednesday, October 25th, 2006 at 5:00 PM
Community Meeting
Audre Lorde Room,
The Women's Building
3543 18th Street at Valencia Street
San Francisco, CA 94110

3. Thursday, November 16th, 2006 at 5:00 PM
City Hall, Room 408

4. Tuesday, December 12th, 2006 at 5:00 PM
City Hall, Room 408

C. Upcoming CEDAW Committee Meetings
Thursday, November 9th, 2006 at 10:00 AM
City Hall, Room 421

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VIII. ADJOURNMENT ACTION 1 min.

American Sign Language interpreters and a Sound Amplification System provided upon request with 48-hour advance notice to 415-252-2570. Translation into languages other than English is also available with 48-hour notice. Limited accessible street parking available. Accessible MUNI Metro station in the Van Ness Station and lines are J, K, L, M and N. Accessible MUNI Lines are the 6, 7, 9, 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities (including those using wheelchairs) will be available. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To obtain a disability-related modification or accommodation, including auxiliary aids or services, to participate in the meeting, please contact the Department on the Status of Women at least two business days before the meeting at 415-252-2570 (Voice) or 415-252-2550 (TTD). The Board of Supervisors has amended the Sunshine Ordinance by adding provision 67A 1. The provision is effective as of January 21, 2001. The ringing of and use of cell phones, pagers, and similar sound producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager or other similar sound-producing electronic devices. Explanatory documents: For copies of explanatory documents listed in this agenda, and other related materials received by COSW, please contact the Department on the Status of Women at 25 Van Ness Ave, Suite 130, San Francisco, CA 94102; phone: 415-252-2570, fax. 415-252-2575. Also, to the extent possible, documents will be available on the COSW website at http://www.sfgov.org/cosw.

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Meeting Information

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CEDAW

Year: 2006 go

United Nations Convention on the Elimination of All Forms
of Discrimination Against Women (CEDAW)

CEDAW Committee Meeting
Thursday, October 12, 2006
10:00 a.m. - 11:30 a.m.
San Francisco, CA

The meeting was cancelled due to lack of quorum.

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CEDAW

Year: 2006 go

CEDAW Committee Meeting
Thursday, November 9, 2006
10:00 a.m. – 11:30 a.m.
City Hall, Room 421
San Francisco, CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item. Individuals have 2 minutes for public comment per issue.

Estimated Meeting Time: 90 minutes

I. CALL TO ORDER / ROLL CALL ACTION 2 min.

II. ADOPTION OF AGENDA ACTION 2 min.
A. Action: To approve the agenda for the November 9th, 2006 CEDAW Committee Meeting.

III. APPROVAL OF MINUTES ACTION 10 min.
A. Action: To approve the minutes from the September 14th, 2006 CEDAW Committee Meeting, including the CEDAW Committee's comments and request for additional information from the Department of Public Works.

IV. OLD BUSINESS DISCUSSION
A. Gender Analysis Update
1. Department on the Status of Women 20 min.
2. Juvenile Probation Department 5 min.
3. Department on the Environment 5 min.
B. Commission Legislative Update
Labor Conditions of Exotic Dancers 10 min.

V. NEW BUSINESS DISCUSSION/ACTION
A. Gender Analysis Guidelines
Action: To approve the Gender Analysis Protocols: Key Questions and Indicators 10 min.
B. Gender Analysis of Heller Ehrman, LLP 5 min.
C. 2007 Meeting Dates 10 min.
Action: To adopt the CEDAW Committee meeting dates for 2007
D. CEDAW Implementation Review Project, Debra Liebowitz, PhD 5 min.

VI. PUBLIC COMMENT DISCUSSION
This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

VII. ANNOUNCEMENTS DISCUSSION 5 min.
A. Upcoming Commission on the Status of Women Meetings
1. Thursday, November 16th, 2006 at 5:00 PM: CEDAW TRAINING
City Hall, Room 408

2. Tuesday, December 12th, 2006 at 5:00 PM
City Hall, Room 408

B. Upcoming CEDAW Committee Meetings
1. January 2007 – Date and location to be determined.

VIII. ADJOURNMENT ACTION 1 min.

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CEDAW

Year 2006 go

United Nations Convention on the Elimination of All Forms
of Discrimination Against Women (CEDAW)

CEDAW Committee Meeting
Thursday, November 9, 2006
10:00 a.m. 11:30 a.m.
City Hall, Room 421
San Francisco, CA 94102

The meeting was cancelled due to lack of quorum.

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CEDAW

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COMMISSION ON THE STATUS OF WOMEN

City and County of San Francisco
25 Van Ness Avenue, Suite 130, San Francisco, CA 94102
Tel: 415-252-2570 Fax: 415-252-2575
Web: http://www.sfgov.org/cosw Email: cosw@sfgov.org

CEDAW COMMITTEE

UNITED NATIONS CONVENTION TO ELIMINATE ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

Thursday, January 18, 2007
10:00 a.m. – 11:30 a.m.
City Hall, Room 034
Basement Level
San Francisco, CA 94102

AGENDA

Public Comment will be heard before, during, and/or after each agenda item. Individuals have 2 minutes for public comment per issue.

Estimated Meeting Time: 90 minutes

I. CALL TO ORDER / ROLLCALL — ACTION — 2 min.

II. ADOPTION OF AGENDA — ACTION — 2 min.

A. Action: To approve the agenda for the January 18th, 2007 CEDAW Committee Meeting.

III. APPROVAL OF MINUTES — ACTION — 10 min.

A. Action: To approve the minutes from the September 11th, 2006 CEDAW Committee Meeting, including the CEDAW Committee's comments and request for additional information from the Department of Public Works.

IV. OLD BUSINESS — DISCUSSION

A. Gender Analysis Update
1. Juvenile Probation Department — 30 min.
2. Department on the Status of Women — 10 min.

V. NEW BUSINESS — DISCUSSION/ACTION

A. Gender Analysis Guidelines
Action: To approve the Gender Analysis Protocols: Key Questions and Indicators — 10 min.

B. CEDAW Gender Analysis Guidelines for the Private Sector — 10 min.

C. 2007 Meeting Dates — 10 min.
Action: To adopt the CEDAW Committee meeting dates for 2007.

VI. PUBLIC COMMENT — DISCUSSION

This item is to allow members of the public to comment generally on matters within the CEDAW Committee's purview as well as to suggest new agenda items for the Committee's future consideration.

VII. ANNOUNCEMENTS — DISCUSSION — 5 min.

A. Upcoming Commission on the Status of Women Meetings
1. Wednesday, January 24th, 2007 at 5:00 PM
City Hall, Room 408

2. Wednesday, February 28th, 2007 at 5:00 PM
City Hall, Room 408

B. Upcoming CEDAW Committee Meetings
1. March 8, 2007 – Location to be determined.

C. WILD for Human Rights 10th Anniversary and tribute to Krishanti Dharmaraj
Thursday, February 1, 2007 at 6:00 PM
Green Room, San Francisco War Memorial
401 Van Ness Avenue at McAllister
For information or to RSVP: 415.355.4744

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VIII. ADJOURNMENT — ACTION — 1 min.

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